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Project supported by the European Union's PEACE III Programme managed for the Special EU Programmes Body by the County Cavan PEACE III Peace and Reconciliation Partnership



Face Value

An Integration Framework for County Cavan

A Combined Good Relations, Networking,
Anti-Sectarianism and Anti-Racism Strategy





This is the first Integration Framework for County Cavan. It is a plan to promote the integration of minority communities in the county, particularly those who have been marginalised as a result of the Northern Ireland conflict.

As a border county, Cavan was deeply affected by the Northern conflict, a legacy that can be felt to this day. In more recent years, new communities of migrants have come to live and work in Cavan. Integration does not always happen automatically, but often must be a supported process, with various sectors having a role. This framework, which is based on wide research and consultation, aims to put in place practical actions that will address discrimination and bring minority and majority communities together in their understanding and respect for each other.

Cavan County Council has the experience of leading three successful Peace funding programmes in the county. The publication of this Integration Framework is an excellent tool for sustaining and augmenting this peace building work. This vision is guided by the desire to see County Cavan as a place

- Where racism and sectarianism are not tolerated;
- Where mixed ethnic and income communities are supported to progress through employment and education;
- Where language is not a barrier and language acquisition is supported;
- Where we all have equality of access, participation and outcomes from public services in the county;
- Where there is a high level of civic and political activity among all communities in the county;
- Where there is a high level of awareness of diversity as an asset in the county.

Cavan County Council is the first local authority in the south to employ a Good Relations Officer. This role, along with other members of the Peace III staff team, Community and Enterprise section in the Council, and the many people who are working at community level, contribute to building positive relations in our community.

This framework was developed with the guidance of the Cavan Peace III Partnership and a separate advisory group comprised of service providers and groups representing minority communities. I would like to acknowledge the expertise of the individuals involved in these committees in shaping the framework, the excellent work of consultants Dr Kathy Walsh, Ann McGeeny, and Therese Hogg, and the many people who took part in consultations and contributed their experiences and views. We look forward to working with all of these groups and individuals to implement this Integration Framework over the coming years.

Jack Keyes
Cavan County Manager



Executive Summary

One of the key influences on County Cavan has been its location in the border area, a region that has been stultified because of the Northern Ireland conflict and whose communities have suffered from marginalisation and socio-economic disadvantage. This Integration Framework is a plan to promote the integration of minority communities in the county, particularly those who have been marginalised as a result of the Northern Ireland conflict. The Framework has been developed by the County Cavan Peace III Partnership - a sub-committee of Cavan County Development Board - and other organisations working together. It presents a vision of Cavan as a county that is socially inclusive of all members of the county in celebrating diversity and promoting good relations and community-wide participation.

The national policy context for this work is the National Action Plan Against Racism (NPAR) 2005-2008, which provided strategic direction towards achieving a more intercultural, inclusive society in Ireland. The Cavan Integration Framework has been developed with the support of the EU Peace III Programme in Ireland, which aims to reinforce progress towards a peaceful and stable society and promote reconciliation in Northern Ireland and the Border Region. It is anticipated that a significant proportion of the actions to be undertaken as part of the Integration Framework will be funded through Peace III Programme support.

The purpose of this Integration Framework is to provide both a structure and process for engaging groups, organisations, communities and individuals in Cavan in devising, promoting and monitoring initiatives that will achieve positive change in the situation and experiences of communities in County Cavan. In practical terms this will involve:

- Addressing discrimination by tackling racism and sectarian attitudes;
- Making improvements in the responsiveness of service providers;
- Increasing levels of participation; and
- Promoting and enhancing Good Relations between diverse communities, and the social inclusion of all communities.

Developing this Framework involved extensive consultations with a variety of groups, individuals and organisations. These included elected and Peace Partnership members, Peace funded staff, minority faith and minority ethnic communities and their representative groups, community-based organisations, victims of the conflict, former members of the security services, political ex-prisoners, and other target groups of the Peace III Programme such as women and older people. Data were gathered for this framework through focus groups, individual interviews and two separate surveys.

Findings from this consultation process indicated that:

- Minority faith representatives believed that religious sectarianism exists within the county and were keen to see this addressed through dialogue at community and interfaith level.



- Both religious and political sectarianism in Cavan were recognised as more covert than overt.
- The majority of consultees believed that racism existed within County Cavan. The absence of a formal system to record the incidence and nature of racism makes it impossible to assess the exact nature and extent of the problem in Cavan.
- Among the key barriers to integration identified was and an absence of English language skills.

Findings from a survey of minorities showed that 32% of respondents had been the victim of racism, most on more than one occasion, and half of them reported experiencing it on more than ten occasions. Almost half of respondents did not know if sectarianism exists in Cavan, although 18% believed that it existed in the county. Ten people said they had been a victim of sectarianism.

A second survey of 22 service provider organisations found that at least 9 organisations had no strategies or policies in place to tackle discrimination, and only a very small number of staff and volunteers in the organisations surveyed had participated in any form of diversity awareness/anti-racism training.

In addressing the issues identified in the consultation process, the Framework has three core strands and a fourth strand which facilitates the implementation of the overall plan.

Strand 1: Diversity in service provision

Support local service providers to strengthen their anti-discrimination policies and practices

Continue to raise awareness of diversity among service providers

Address key information gaps

Co-ordination on an interagency basis of services for minorities.

Strand 2: Promote recognition and awareness of diversity

Recognise and raise awareness of diversity

Celebrate diversity.

Strand 3: Support full participation in wider societal activities

Implement a community participation programme

Provide targeted support for key communities and groups

Build local leadership capacity

Facilitate participation and networking across the county and the wider border area.

Strand 4: Actions to support the framework implementation

Monitor and evaluate progress

Promote the framework and action plan.



Acknowledgements

We would like to sincerely thank the following for their involvement in the development of this framework: researchers Dr Kathy Walsh, Ann McGeeney and Therese Hogg; The Polish Association in Cavan; Border Minority Group; Cavan Family Resource Centre; South West Cavan Community Development Project; African-Caribbean Forum; Hosanna House, Cavan Boxing Club; Cavan Lithuanian School; Older Women's Network; Cavan Community and Voluntary Forum; Advisory Group Members: Noel Hand (Department of Social Protection), Richard Phelan (Health Service Executive), Siobhan Finnegan (FÁS), Marie O'Sullivan (Breffni Integrated), Janice Thompson and Alan Madill (Cadolemo); David Conlon (An Garda Síochána); Paul Odedele (Cavan Multicultural Network); Susan Keogh and Susan Shaw (Irish Traveller Movement); Former members of the security services (Tana Branch); members of the Cavan Peace III Partnership and everyone who took part in the consultation process through attending a focus group or individual interviews.





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1. Introduction





1. Introduction

1.1. Introduction and background

1.1.1 A Profile of County Cavan

County Cavan is an inland county bordered by counties Monaghan, Leitrim, Longford, Meath and Westmeath in the Republic, and Fermanagh in Northern Ireland. The county covers a total area of 189,060 hectares, and has a population of approximately 64,003 (Census 2006). One of the key influences on the county has been its proximity to the border and the legacy of the Northern Ireland conflict. County Cavan shares 45 miles of border with Northern Ireland. During the conflict 7 of the 11 border crossings in the county were closed for over twenty years stultifying the economic and social life of the county. Individuals, families, communities and areas throughout the county were also deeply affected by the conflict, some more than others. As the conflict recedes in the memories of those who were not affected, those who were affected continue to deal with the legacy on an ongoing basis. Another more recent influence on the county has been the growth in the population of the county. It has increased by 20% over the period 1996-2006, with 9% of the population of the county now composed of foreign nationals. In a time of change, as some communities and individuals continue to deal with the impact of the northern conflict and with an increasingly diverse population, the challenge is to find ways to integrate and address the needs of these very different groups.

1.1.2 The Integration Vision for Cavan

The integration vision is of Cavan as a county which is socially very active, environmentally friendly, economically vibrant, and inclusive of all members of the county in celebrating diversity and promoting good relations and community wide participation.

This vision is guided by the desire to see County Cavan as a place

- Where racism and sectarianism are not tolerated;
- Where mixed ethnic and faith communities are supported to progress through employment and education;
- Where language is not a barrier and language acquisition is supported;
- Where we all have equality of access, participation and outcomes from public services in the county;
- Where there is a high level of civic and political activity among all communities in the county;
- Where there is a high level of awareness of diversity as an asset in the county.

1.1.3 The Policy Framework

The dramatic changes since the late 1990s in the national demographic profile (in terms of the increase in the numbers of refugees, asylum seekers and migrant workers arriving in the country) resulted in the development of the first National Action Plan Against Racism



(NPAR) 2005- 2008. This plan was designed to provide strategic direction towards the achievement of a more intercultural inclusive society in Ireland. This work is being sustained by the Office of the Minister for Integration which continues to address racism as a key aspect of integration, diversity management and broader national social policy. Ireland is also a signatory to the UN Committee on the Elimination of All Forms of Racism Discrimination.

1.2. The Peace Programme

The Special Support Programme for Peace and Reconciliation was established by the European Union following the signing of the Good Friday agreement to provide the financial resources and supports necessary to address the legacy of the conflict and promote reconciliation in Northern Ireland and the southern border counties of Ireland. There have been three Peace Programmes. The aim of the current Peace III Programme is to reinforce progress towards a peaceful and stable society and promote reconciliation in Northern Ireland and the Border Region. See Table 1 for details of the Peace III target groups and target areas.

Table 1 Peace III target groups and target area

Category	Title	Description
Target group	Victims of the conflict	The surviving injured and/or disabled victims and those who care for or are related to them, including close relatives who mourn their dead.
	Displaced persons	Those who have involuntarily moved from areas of violence or interface areas, in which there is a concentration of such displaced or who are isolated by border closures.
	The excluded and marginalised	Exclusion or marginalisation from economic, social and civil networks as a result of problems related to sectarianism, racism and the conflict (to include, inter alia, a focus on young people, women and older people) Former security and ancillary service members.
	Ex-prisoners and their families	Qualifying prisoners who were or would have been released under the terms of the Good Friday (Belfast) Agreement.
	Public, private & voluntary sector organisations	Individuals and organisations who have a contribution to make towards developing a shared society



Category	Title	Description
Target Areas	Sectarian interface areas	Areas where segregation and inter-community conflict and dispute levels are high and community relations are correspondingly poor.
	Disadvantaged Areas	Areas suffering the effects of physical dereliction as a consequence of the conflict.
	Areas with high levels of sectarianism and racism	Areas that have experienced high levels of sectarian and racial crimes, incidents and tensions.
	Isolated areas	Areas isolated by border closures and limited economic and social cross-border linkages.
	Areas of low social and economic development	Areas where social and economic development has been inhibited by the conflict and problems of exclusion and marginalisation exist, illustrated by low levels of income, skills and qualification.

1.3. The Peace III Programme in County Cavan

The Cavan Peace Partnership was established as a sub-committee of the Cavan County Development Board to oversee the implementation of the Peace III Programme in the county. It involves elected members, representatives from the statutory sector, local development agencies, social partners and community and voluntary sector. Cavan County Council is the lead partner in the Partnership and secretariat support is provided to the Partnership by the Community and Enterprise Section of Cavan County Council. The Cavan Peace and Reconciliation Action Plan was developed by the Partnership in 2008 following a process of consultations with the various groups. It outlines how the Cavan Peace Partnership aims to address reconciliation in County Cavan and how they intend to contribute to a lasting peace in their area. The plan focuses on how the Cavan Peace Partnership will work towards building positive relations at local level - the focus of Priority 1.1 of the overall Peace III Programme. The five principles that drive the plan include: - participation; openness; shared ownership; representation and mutual respect. It is anticipated that a significant proportion of the actions to be undertaken as part of the Integration Strategy will be funded through Peace III Programme support.

1.3.1 Anti-Sectarianism, Anti-Racism, Good Relations and Networking

The development of an Anti-Sectarianism, Anti-Racism Plan and a Good Relations and Networking Strategy for Co. Cavan were two of a number of strategic interventions identified as part of the development of the Cavan Peace III Action Plan. The Plans were to build on the successes and lessons arising from the implementation of the Peace I and Peace II programmes. The aim of the Anti-Sectarianism and Anti-Racism Plan was to combat racism and sectarianism, enhance levels of equality and promote interculturalism in County Cavan, while the aim of the Good Relations and Networking Strategy was to improve relations within and between communities of differing political and religious perspectives and to support



the sharing of information, skills and experience between people and communities for their mutual benefit. As work on the development of the two strategies got underway and areas of overlap and synergy between the two plans emerged a decision was made to maximise the synergies and minimise the overlaps by combining the two documents within an overall integration framework.

1.4. The Integration Framework

1.4.1 Purpose

Integration can be defined as a process of mutual accommodation between communities. It requires engagement, participation and networking. It also requires increased levels of cultural awareness, structural participation, and accommodation of difference. It involves tackling and addressing discrimination. Discrimination according to the Equality Authority can be seen to take place when one person or a group of persons are treated less favourably than others because of their gender, marital status, family status, age, disability, 'race' - skin colour or ethnic group, sexual orientation, religious belief, and/or membership of the Traveller community.

The purpose of this Integration Framework is to provide both a structure and process for engaging groups, organisations, communities and individuals in Cavan in devising, promoting and monitoring initiatives that will achieve positive change in the situation and experiences of all communities in Co. Cavan. In practical terms this involves:

- Addressing discrimination by tackling racism and sectarian attitudes
- Improvements in the responsiveness of service providers
- Increased levels of participation
- The promotion of enhanced relations between communities

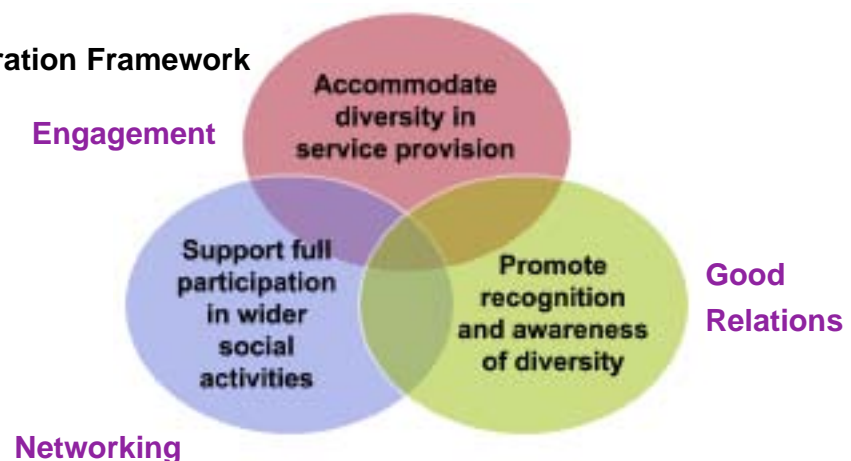
1.4.2 Key Elements of the Framework

The Framework specifically supports activities that:

1. Accommodate diversity in service provision
2. Promote recognition and awareness of diversity
3. Support full participation in wider societal activities

See Figure 1 for a schematic representation of the Cavan Integration Framework

Figure 1. The Cavan Integration Framework





1.4.3 The Framework Goals and Objectives

The Framework has three core goals and overall objectives.

Goal 1 Accessible Services:

Overall Objective: To better accommodate diversity in service provision

Key objectives:

- To develop a co-ordinated approach to accessible service provision at a county level
- To assist the local authority (Cavan County Council), key public service providers and local development agencies to ensure their policies, programmes and initiatives are inclusive of the whole community that they serve

Goal 2 Promotion and development of Good Relations:

Overall objective: To promote recognition, understanding and acceptance of diversity

Key Objectives:

- To support communities to recognise the value of diversity
- To support communities to share information, skills and experience for their mutual benefit.
- To establish good working contacts and positive working relationships between people, groups and organisations
- To create opportunities for people to work together and share resources
- To generate new ideas and ways of tackling issues that may not previously have been considered

Goal 3 Networking between and within communities

Overall objective: Supporting full participation in wider societal activities

Objectives:

- To build leadership capacity
- To increase community engagement in good relations activities
- To improve relations within and between communities and individuals from different, ethnic political and religious perspectives.
- To enable and support new and existing residents adjust to one another
- To support the building of a shared future vision and sense of belonging



1.5. Methodology

1.5.1 An Overview of the Consultations

Development of the Framework involved extensive consultations with a variety of groups, individuals and organisations for (details of these groups please see Table 2). Each of the different types of consultations involved discussion of a series of specific questions relevant to the different consultees. There was a broad representation from all the various key stakeholders throughout the consultation process.

Table 2. A summary of consultations undertaken as part of the development of the framework

Consultee Type	Description	Date	Number of attendees/respondents
Cavan County Council	Political Party Whips	8th Dec 09	3
	Cathaoirleach	12th Dec 09	1 - Cathaoirleach
	Peace III Team	various	4
	Social Inclusion Unit	various	1
	Cavan Peace III Partnership	26th Nov 09	Full Partnership
	Elected members	14th Dec 09	Full council
	Community and Social Strategic Policy Committee Members	15th Dec 09	Full SPC
General Community	Public Meeting, Cavan Town	25th Nov 09	8
	Public Meeting, Bailieborough	25th Nov 09	4
	Public Meeting, Blacklion	25th Nov 09	4
Peace III Target Groups	Minority Faith Communities	25th Nov 09	1
	• Cadolemo	1st April 2010	1
	• Border Minority Group		12 respondents identified themselves as being from the peace III minority faith community in the survey
	• Survey participants		
	Former members of the security services - Irish Army	30th Nov 09	3
	Victims of the Conflict and Displaced Persons		
• Cavan Family Resource Centre	25th Nov 09	1	
Political ex-prisoners and their families			
• Cavan Family Resource Centre	25th Nov 09		
• South West Cavan CDP	1st April 2010	1	



Table 2. A summary of consultations undertaken as part of the development of the framework

Consultee Type	Description	Date	Number of attendees/respondents
	Travellers • ITM • Survey Participants	1st Dec 09 Various	1 18 respondents identified themselves as Travellers
People who have been excluded or marginalised from economic, social and civil networks	Ethnic Minorities • African - Caribbean Forum • Hosanna House • Polish Association • Survey participants	• 25th Nov 09 • 25th Nov 09 • 1st April 10 • Various	2 2 1 57 respondents identified themselves as members of an ethnic minority group in the survey
	Focus group participants Lithuanian School	• Various • 16th April 10	10 individuals 1
	Older People's Network	• 30th Nov 09	1
	Women	• 25th Nov 09	1
Public, private and voluntary sector organisations	Breffni Integrated	• Various	3
	Cavan Family Resource Centre	• 26th Nov 09	1
	Community and Voluntary Forum	• 8th Dec 09	1
	South West Cavan CDP	• 1st April 2010	1

1.5.2 The minority communities survey and focus groups

This survey which took place between January-April 2010 was overseen by a small working group made up of representatives from organisations who a) represented, b) worked with and /or c) supported minority communities. See Table 3 for details of the members of this group.





Table 3. Composition of the Advisory Group for Strand 1

Organisation	Representative
An Garda Síochána	David Conlon
Breifni Integrated	Maria O'Sullivan
Cadelmo	Janice Thompson/Alan Madill
Cavan County Council Social Inclusion Unit	Emer Coveney (Convener) & Grainne Boyle
Cavan Multicultural Network	Paul Odedele
County Cavan VEC	Fiona Maloney
Dept of Social Protection	Noel Hand
FÁS	Siobhan Finnegan
HSE	Richard Phelan
Irish Traveller Movement	Sue Shaw/Sue Keogh

The survey was piloted by members of the representative organisations and was circulated through the various member organisations. Copies of the questionnaire were circulated (with a stamped addressed return envelope) through a variety of organisations and groups across the county. A total of 92 responses were received within the agreed timeframe and five subsequently. There was a significantly lower return rate from the religious minority communities, than from other minority communities in the county despite the fact that an equal number of questionnaires were distributed to the different minority communities in the county. This mirrors the experience of other research studies which found a reluctance among the Protestant community in particular to participate in research (Locus & Walsh, 2005¹ & Ralaheen/EXPAC, 2005). Further research will need to be done as part of the strategy to ensure that the diversity of views within minority religious communities are adequately reflected in the research.

1.5.3 The service provider survey

The service provider survey was undertaken (Jan- April 2010) with the support of the Advisory Group. A total of 22 organisations groups completed the questionnaire. Some completed the questionnaire online, others completed it on paper.

1.5.4 The case studies

A number of case studies were developed with the support and input of the various organisations/groups profiled. These provide illustrations of activities and initiatives currently underway that promote integration in the county.

¹ LOCUS Management and Kathy Walsh (2005) Border Protestant Perspectives - A Study of the Attitudes and Experiences of Protestants Living in the Southern Border Counties, May 2005.

² Ralaheen Ltd and EXPAC (2005) All Over the Place, People Displaced to and from the Southern Border Counties as a Result of the Conflict 1969-1994, January 2005, ADM/CPA.



2. A Profile of Co Cavan from an Integration Perspective





2. A Profile of Co Cavan from an Integration Perspective

2.1. An Integration focused statistical profile

See Table 4 for a statistical profile of some of the key wider groupings within the community.

Table 4. A profile of some of the key wider groupings in Co. Cavan

Target Group	Profile where known
People with disabilities	8.5% of the population in County Cavan have a disability. 41.6% of those with disabilities in Cavan are above the age of 65, suggesting that well over two fifths of disabilities in the county are age related.
Young people	Young people aged 19 years or younger make up 29% of the total population.
Women	49% of the population are female, while women aged over the age of 20 years make up about 34% of the population.
Older people	12.5% of the population of County Cavan are 65 or more years of age. There is evidence of significant numbers of men living alone in West Cavan some of whom were caught up in the conflict.

Table 5 contains a profile of some of the key target groups for the integration framework.

Table 5. A profile of some of the key Integration Framework target groups

Target Group	Profile where known
Migrant/new communities	9 % of the county population are non Irish nationals. 3% are British, 1% are Polish and 1% are Lithuanian. The proportion of British people in the county is above the national average, while the proportion of Lithuanians is double the national figure.
Travellers	There were 189 (0.3% of the total county population) white Irish Travellers living in County Cavan in 2006. 113 were living in the Cavan Urban area (Cavan town), 26 in Bailieborough, 18 in the Cootehill Rural area and 22 in Eskey, with small numbers enumerated in other electoral divisions.
Minority Faith Communities	Protestant Communities make up 7.8% of the county population. The number of Protestants in the county has declined substantially over the last 100 years. This decline was exacerbated by the fact that at the height of the conflict significant numbers of Protestants living in Cavan relocated to Northern Ireland to escape the isolation and fear of intimidation in search of a quieter life. The 1908 Roman Catholic Ne Temere ruling which required non-Catholic spouses to agree to educate and raise his/her children as Roman Catholics remains a sensitive issue for some members of minority faith communities. Other practices which were seen by



Table 5. A profile of some of the key Integration Framework target groups

	<p>some minority faith communities as a factor contributing to their isolation included the incidence and extent of separate schooling for Catholic and Protestant children. This segregation of young people at an early age was seen to have contributed to a sense of separation and a lack of understanding of differences.</p> <p>The Muslim community makes up 0.47% of the population of the county, the majority of this community have arrived in the county since 1998.</p>
Ex-prisoners and their families	<p>Ex-prisoner support organisations in neighbouring counties estimate that there are between 60 and 80 ex-prisoners and their families in the county. Anecdotal evidence suggests that there are significant numbers of men living in West Cavan some of whom were caught up in the conflict.</p>
Victims of the Conflict	<p>There are victims of the conflict living in Cavan. In the absence of any in-depth research on the subject, there is no indication of the exact number.</p>
Displaced Persons	<p>Some displaced persons and their families were housed in local authority housing estates in the county particularly in Cavan Town. The exact number is not known.</p>
Former members of the security and ancillary services	<p>The exact number of former security ancillary service members living in the county is unknown. The local branch of Oglagh Naisiunta Na hÉireann Teoranta estimate there are over 60 ex service men and their families living in the Cootehill area with hundreds more living across the county.</p>

2.2. Findings from the consultations with key stakeholders/groups

2.2.1 Sectarianism

There was a general reluctance to talk about sectarianism in Co Cavan with many people ‘glossing over it’. Minority faith representatives in particular, believed that religious sectarianism exists within the county and were keen to see this addressed through dialogue at community and interfaith level. Both religious and political sectarianism in Cavan were recognised as more covert than overt. No formal system exists to record the incidence of sectarianism making it impossible to assess the exact nature and extent of the problem in the county. In an effort to address this gap the Border Minority Group have undertaken to record incidents in the county they perceive as sectarian (See Table 6 for details).



Table 6. Incidents in Co. Cavan perceived as sectarian by the Border Minority Group

Year	Description	Location
2000	Brakey Orange Hall destroyed by fire.	Bailieborough
2004	Gates taken from Billyhill Orange Hall. Found in lake 3-4 months later when water level went down.	Bailieborough
2005	Person on door for Ulster-Scots concert in Town hall subjected to severe verbal abuse	Cavan Town
2005	Attempt to burn Brakey Orange Hall.	Bailieborough
2007	Church of Ireland church, windows broken & doors/sign kicked.	near Cavan Town
2007	Billyhill Orange Hall gates bent around piers and outside lights broken.	near Bailieborough
2007	Drumartin Orange Hall destroyed by fire	near Cootehill
2008-9	Bailieborough Church of Ireland church attacked	Bailieborough
2009	Mullaghboy Orange Hall daubed with eggs	Mullaghboy

Among the consultees there was a view that the majority community were often not aware of the culture and practices of their Protestant neighbours and that incidents that might be considered by some to be sectarian could be related to a lack of awareness rather than a deliberate slight.

There was a view among some consultees that people are reluctant to address political sectarianism because of an inherent fear of the return of violence. Other consultees believed that the reluctance to address sectarianism and particularly political sectarianism could be linked to a fear of being associated with the ‘dissenting voices’ and recent activity associated with dissident republicans, particularly in the West Cavan area.

2.2.2 Racism

The majority of consultees believed that racism existed within County Cavan. The absence of a formal system to record the incidence and nature of racism makes it impossible to assess the exact nature and extent of the problem in Cavan. The Garda Síochána do collect some information but this is only available at a national level. The potential for growth in levels of workplace racism was raised as a particular concern as the economy continues to struggle. Among the key barriers to integration identified included skin colour and an absence of English language skills.

2.2.3 Findings from consultations with minority communities

Table 7 details the key findings emerging from the various consultations with minority communities.



Table 7. Key findings emerging from consultations with minority communities

Group/Community	Issues
Minority Faith ² Communities	<ul style="list-style-type: none"> • Minority faith communities often hide their fears of engagement with the majority community. • Communities are good at building positive relations but not so good at talking about the past. • There is a perceived lack of engagement by the majority community's church leaders in peace building. • Some minority faith communities remain unaware of the possibilities of being involved in peace building. • There are examples of good practice in building the capacity of minority faith communities both within the county and in neighbouring counties. These can be considered as models of good practice and offer much guidance on lessons learned. • There is a growing opportunity for engagement between all faiths owing to the growing confidence of the minority faith communities as well as the availability of dedicated support within the county.
Ethnic Minority Groups ³	<ul style="list-style-type: none"> • Language is a huge barrier for non Irish Nationals whose first language is not English. This is exacerbated by a lack of outreach language training. • Whilst some members of the ethnic minority community are formally organised at community level, many remain isolated. • For those communities which are organised they find it challenging to encourage locals to take part in their events. Community leaders will often attend but their membership does not. • Many ethnic minorities, although very qualified professionals, are finding it very hard to find work, sometimes being told they are over-qualified. • Many ethnic minority communities are unaware of issues of Irish culture and identity, particularly as it relates to the Troubles. • There are a number of organised ethnic groups established, including church, community based and support organisations throughout the county. Some communities are supported by local agencies and others have made approaches to local organisations to engage in collaborative action. • Longstanding school waiting lists for schools make it difficult for ethnic minorities to access the school of their choice for their children. • There is an opportunity to build on the work of those ethnic minority groups which offer community safety services to the wider local community, working in collaboration with An Garda Síochána. • The creation of local champions and advocates of integration offers a real possibility within a wider Integration Strategy.



Group/Community	Issues
Minority Faith Groups ³	<ul style="list-style-type: none"> • Events such as debate forums and cultural awareness programmes which would accommodate the views of all traditions in Cavan 'society could be part of an Integration Strategy. • There remains hostility towards the Traveller community in particular.
Orange Order	<ul style="list-style-type: none"> • The Orange tradition has in some cases a strong evangelical tradition which can cause anxiety within Protestant communities. • Some Order members perceive Good Relations as meaning cross community which puts them off, especially since the attacks on the Orange Halls. • Some Orange Halls host a range of community led activity but for the most part the halls host exclusive Orange activity. • Lack of confidence is exacerbated by the withdrawal of funding from Protestant schools some of which are in danger of closure. The importance of Orange Halls has grown as a result of the schools crisis, with the halls being seen as the last vestige of Protestant identity. • Orange Orders see their halls under threat, either by vandals or arsonists, or by the dilution of their control on those halls if they were to agree to opening them up on a cross-community level. • High level reconciliation aims of Peace III need to accommodate groups at earlier stages of peace building development. • Opportunities exist to encourage the Orange/Protestant community to engage through the provision of funding for refurbishment of some of their facilities, but this must be approached in a manner sensitive to the concerns of that community.
Former Servicemen	<ul style="list-style-type: none"> • Previous Peace Programmes have not been able to attract the participation of former armed forces servicemen, of whom there is a very significant number within the county. • There is a general lack of information on the numbers and specific needs of victims and their families including former members of the security and ancillary services. • Initial stories of the Troubles which are beginning to emerge include the hardships and challenges of this particular group. These accounts have not been heard before and offer another perspective on the conflict. • These groups are currently organising and are willing to participate in Peace building programmes locally. • The Tana Group have a wealth of expertise and experience in peace building to share from their work as peace forces in the Lebanon for example.

² Some issues raised in the Minority Faith part of this section have been referred to in the audit of the public consultations

³ Some issues raised in the Ethnic Minority part of this section have been referred to in the audit of the public consultations





Group/Community	Issues
Other Groups	<ul style="list-style-type: none"> • People who are socially excluded can initially be very negative, there is a need to identify this as the beginning of a journey, rather than being put off from engaging with them because of their negativity. • Some individuals involved in the conflict do not fit under any of the named target groups, but still require support. Included in this category would be some women, some men and some older people. • Men living in isolated rural areas have been identified as a particularly isolated group in the County Cavan context.

2.3.4 Findings from wider consultations with elected members and members of the Cavan Peace III Partnership

See Table 8 for details of the issues arising from these consultations

Table 8. Key issues emerging from wider consultations

Consultee Type	Key Issues
Local authority Elected members	<ul style="list-style-type: none"> • Need to build on the peace and reconciliation work undertaken over the past 15 years within the county, both through the Council-led peace building programmes and those supported by other agencies. • Any work to be undertaken needs to be integrated into the Council policies and strategic objectives including those of Social Inclusion and Equality so as to enhance more cohesive approaches within its structures. • Need to take advantage of the Council's civic leadership internally within the political system and with local authority staff and externally with the wider community (especially within the faith and community sectors); and externally as a lead for statutory and other agencies throughout the county.
Various Local authority staff	<ul style="list-style-type: none"> • Need to ensure complementarity between the integration strategy and other county based strategies including Social Inclusion and Equality Strategies. • There is a need for enhanced communications on integration within the Council so that senior management can take strategic decisions, aimed at meeting the peace building objectives, which are reflective of and sensitive to its citizens. Furthermore, communication should also be improved upon between the various agencies, departments and organisations to avoid duplication. • Local people are keen to be involved in integration work. • The Council has a leadership role in relation to integration. • Working with the minority faith communities needs to be handled sensitively, at a pace in which these groups can engage and there needs to be incentives built into the approaches to assure the Council's commitment to their communities. This includes recognition that single identity work still has a role, ultimately with the end target being cross community engagement at the local level.



Consultee Type	Key Issues
	<ul style="list-style-type: none">• New target groups are emerging, groups which have not been engaged heretofore which have a contribution to make including ex-servicemen and former Gardai; groups which in previous Peace Programmes were not involved including ethnic minority groups, local people who have not signed up to peace building.• Links are being established with a range of ethnic communities women's groups and the emerging women' network as well as lone parents.





Consultee Type	Key Issues
Local authority	<ul style="list-style-type: none"> • There is a need for clarity on the roles and responsibilities of the various agencies and future beneficiaries of the Strategy. • There is a need to approach all players, leaders and representatives in the community even if they are perceived as presenting obstacles to progress or 'difficult' people.
Cavan Peace III Partnership members	<ul style="list-style-type: none"> • There is a need to build trust among faith communities, families and neighbours within the county where currently there is somewhat limited interaction among the different religious traditions and very little interaction between the local and ethnic minority communities. • Need to ensure there is good governance within the implementing structures to ensure that they support and engage communities and not keep them apart. • Need to link the integration work with the existing equality and social inclusion strategies at a practical as well as strategic level. • Need to strengthen the resources of minority faith communities. • Need to encourage majority support of the minority especially in times of stress, for example when Orange halls were burned down - these communities need to feel they have the support of the majority community to feel more confident and therefore better able to engage in wider activities. • While acknowledging the limitations of the Integration Strategy, members noted the importance of education in engaging communities in integration work. • Partnership members believe that in the past when the county's character was one of more community reliance, respect and interaction there was a better sense of community. They are keen to rebuild this. • The integration strategy needs to support the development of peace building and reconciliation skills within the county. This work is very sensitive and requires people with the skills and confidence to identify need and support communities and individuals. Some of this work is currently being undertaken by support organisations locally. • There is a need to provide more general reconciliation training for community groups and leaders, paid workers and for volunteers. • The need exists to promote greater awareness of the supports which local agencies can provide. For example, <ul style="list-style-type: none"> • The Cavan Family Resource Centre offers support in regard of further cross-community and intercultural engagement with the interfaith and deep dialogue programmes available as tools. Furthermore their mediation programme offers mediation support for both communities and residents. Both types of intervention can be accessed as a support to local communities.



Consultee Type	Key Issues
	<ul style="list-style-type: none"> Breifne Integrated, the local development company for all of Co Cavan has won the confidence of and developed expertise in working with new communities in the county. Furthermore it has designed a range of supports for ethnic minority communities. Cavan Community and Voluntary Forum, with its membership of some 400 community groups throughout the county, it offers an opportunity for the Intergration Framework to tap into the wider community. It has strategic linkages into the various decision and policy making bodies of the Council being a representative voice for the community sector; leading and supporting local consultation; and seeking to involve people in Cavan's social, cultural and economic life.

3.3. Minority group survey and focus group discussion findings

2.3.1 Profiling the respondents

A total of 92 respondents completed and returned the questionnaire to the researchers within the required timeframe. See Table 9 for a profile of the survey respondents.

Table 9. A profile of survey respondents

Characteristics	Description
Gender and Age	<ul style="list-style-type: none"> 60% of the respondents were female, 40% were male 45% of the respondents were aged 35-54, 28% were aged between 18-25 years old while the remaining 11% were 55 years or over.
Location	<ul style="list-style-type: none"> 95% of the survey respondents lived in Cavan. Almost 60% of these were located in the Cavan town area. About 30% were in north/east Cavan, while 5% were from East Cavan and 5% from the south of the county.
Employment Status	<ul style="list-style-type: none"> 56% of respondents were working for payment, about 25% were unemployed, while 6% were studying and 9% were looking after family and home.





2.3.1.1 Nationality

38% of the survey respondents described themselves as Irish. Other nationalities who completed the survey included Poles, Latvians, Lithuanians, Ukrainians, Slovaks, Czechs, Estonians, Bulgarians, Russians, Nigerians, Sri Lankans, Indians, Pakistanis and Germans. 14 respondents categorised themselves as members of the Traveller community while 5 identified themselves as members of a black or ethnic minority group. See Figure 2 for a breakdown of the survey respondents by nationality and Figure 3 for a breakdown by ethnic and cultural background.

Figure 2. A breakdown of survey respondents by nationality

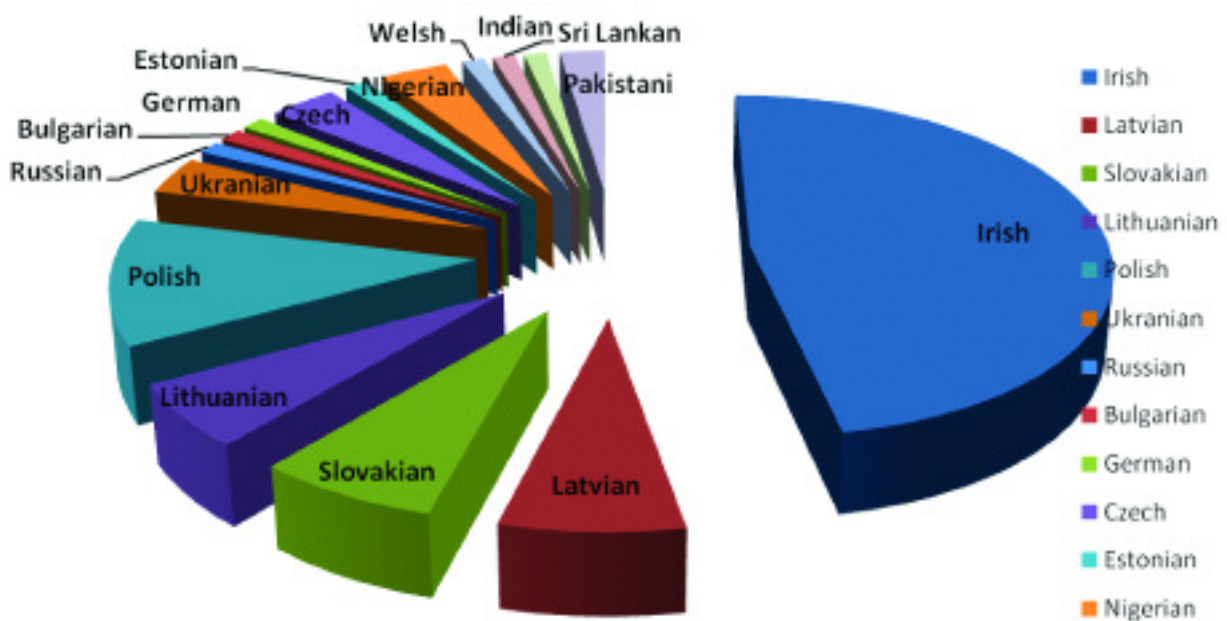
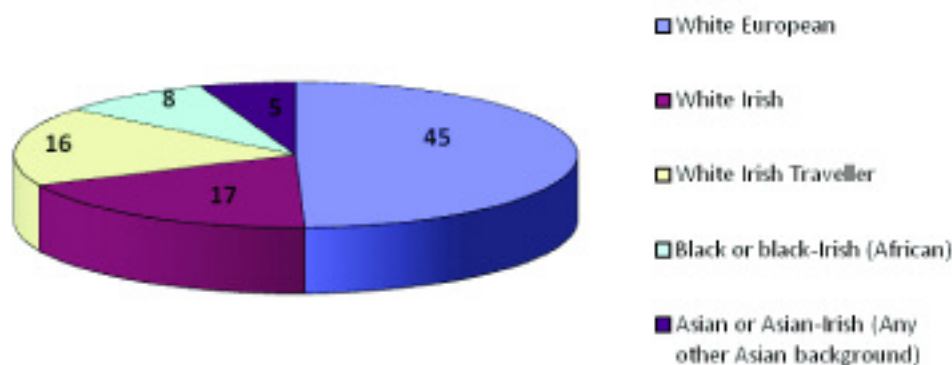


Figure 3. A breakdown of survey respondents by ethnic and cultural background





2.3.1.2 Religion

The majority (54%) of the question respondents were Roman Catholic, 13 % were Church of Ireland. 7% were Orthodox, 6% were Muslim while 6% stated that they had no religion and 11% of respondents categorised themselves under the category of 'Other Religions' (identifying themselves variously as Christian, Buddhist, Lutheran and Hindu.) Interestingly only 20 (18%) of respondents categorised themselves as belonging to a minority religious group. See Table 10 for a breakdown of the survey respondents by religion and ethnic background.

Table 10. A breakdown of the survey respondents by religion and ethnic/cultural background

Religion	White Irish	White Irish Traveller	White European	Black or Black Irish (African)	Asian or Asian Irish (Any other background)	Total
Roman Catholic	6	16	26	2	0	50
Church of Ireland	9	0	2	1	0	12
Baptist	1	0	0	0	0	1
Methodist	0	0	0	1	0	1
Muslim (Islamic)	0	0	0	2	3	5
Orthodox	0	0	6	0	0	6
Presbyterian	0	0	0	0	0	0
No religion	0	0	4	1	0	5
Other	1	0	7	0	2	10
No answer						2
Total	17	16	45	7	5	92

The survey organisers had hoped to get higher numbers of individuals from the minority Protestant community in particular to participate in the survey and circulated the questionnaires widely through organisations working with this community. Previous research has however shown the Protestant communities are reluctant to participate in wider surveys, which at least partially explains the lower response rate. A PWC Report (2005) linked this reluctance to a fear of being misunderstood or seen as sectarian⁴. In order to address this low response rate practical actions are included in the plan to ensure the views of the Protestant community are explored in a more in-depth way.

⁴ LOCUS Management and Kathy Walsh (2005) Border Protestant Perspectives - A Study of the Attitudes and Experiences of Protestants Living in the Southern Border Counties, May 2005.



2.3.2 Experiences of discrimination

'43% of survey respondents stated that they had been the victim of discrimination'

39 (43%) survey respondents indicated that they had been the victim of discrimination. 14 individuals believed it was as a result of their membership of the Traveller Community, 9 individuals believed it was as a result of their race⁵. Four individuals believed the discrimination was on the basis of religious belief while four other individuals believed the discrimination has a gender dimension^{6,7}. The question of what it is that constitutes discrimination was discussed in some depth at the focus groups. It was generally seen to be driven by fear and occurred when people felt uncomfortable or threatened. There was a view at one of the focus groups that the older generation are more tolerant and less likely to be discriminatory than the younger generation because they have more life experiences.

It was agreed that while the survey focused on the experiences of the minority community that discrimination is not limited to minority communities and that members of the majority community can experience discrimination. All of the individuals who attended the focus groups were surprised by the high number of people who said that they had been the victim of discrimination as this, with one or two exceptions, was not their experience. Interestingly as the focus group discussion progressed some of the focus group participants began to identify incidents of discrimination in their lives, suggesting that perceptions of what it is that constitutes discrimination can vary from person to person.

Survey respondents were asked how serious they believed different types of discrimination were in County Cavan. Discrimination based on cultural identity or ethnicity was identified as the most serious type of discrimination in the county (34 respondents identified it as serious or very serious)⁸. 17 respondents believed that discrimination based on race (skin colour) was either very serious or very serious⁹. While 13 believed that discrimination related to the Northern conflict was either serious or very serious¹⁰. It was clear from the focus groups that members of the migrant communities were largely unaware of the legacy and issues relating to the Northern Ireland conflict. A fact which while not surprising, probably explains the lower response rates to the questions related to sectarianism.

⁵ Four respondents were African, two were Asian, one was European, one was an Irish Traveller and the other a white Irish person.

⁶ Three respondents were Church of Ireland and the other described themselves as a Christian.

⁷ Three of these respondents were female.

⁸ Twenty one of these respondents were Irish, four were African and nine were White European, 10 of these respondents were from minority faith communities.

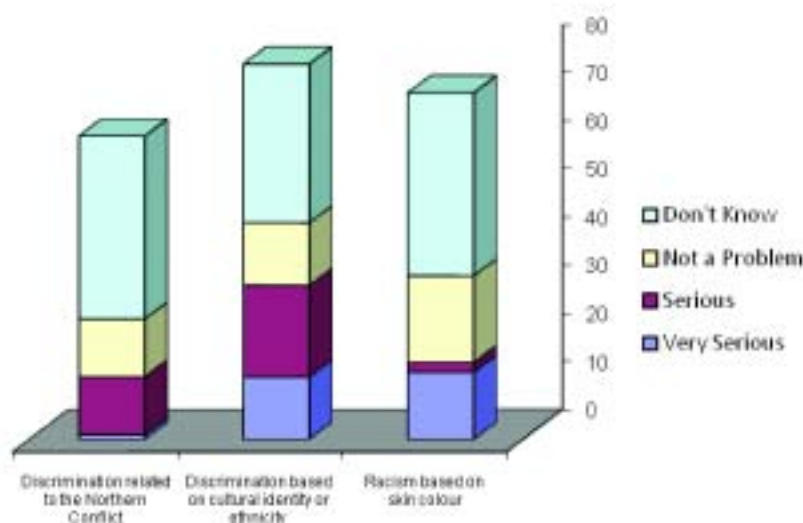
⁹ Six of these respondents were White Irish, five were Irish Travellers, four were African and two were White European.

¹⁰ Six respondents were Roman Catholic, five were from the Protestant tradition, and three were other religions. Interestingly the majority of these respondents (6) were located in the North/West of the county, the remainder spread evenly across the county.



One of the focus groups participants speaking about their experience of discrimination in an educational context (which took the form of wolf whistling, name calling, etc) described being harassed on a daily basis by their peers. They complained to management, whose response was slow and while disciplinary action was threatened, it never materialised. See Figure 4 for the perceived seriousness of different types of discrimination in County Cavan.

Figure 4. The perceived seriousness of different types of discrimination in County Cavan.



2.3.3 Experiences of sectarianism

‘46% of survey respondents did not know whether sectarianism exists in Co Cavan while 18% of the respondents believed it existed in the county’.

Survey respondents were asked whether they believed sectarianism is prevalent in County Cavan. 17 respondents indicated that it was, 23 said it was not, while the majority of questionnaire respondents (42) said they didn't know. The high number of people who did not know whether sectarianism existed in the county can be related to the high percentage (62%) of survey respondents from the migrant community. Many of the focus group participants from the migrant community were surprised and indeed struggled to understand why the legacy of sectarian conflict remained in Cavan. There was quite a lot of discussion at the focus groups about what constituted sectarianism at a local level and a recognition that as outsiders it was always going to be difficult to “grasp the vehemence of feeling”.



10 individuals identified themselves as the victim of sectarianism¹¹. Some of the incidents were seen to relate to religious sectarianism (5), while four were linked to political differences. One incident was reported to have involved both religious and political sectarianism. All of these incidents occurred in Co. Cavan. The incidents were one off's for 4 individuals, while three people said that they had been subjected to sectarianism up to four times, while three people said they had been victims on more than 10 occasions. Seven respondents said these types of sectarian incidents occurred in education/training settings in County Cavan, 6 said these types of incidents took place in shops, restaurants, bars or in work in County Cavan while 6 said the incidents took place on the street or in public places in County Cavan. Incidents often took place for individuals in more than one location. The focus group participants were particularly surprised that so much of the sectarianism identified took place in education and training settings. Only 3 of the ten individuals who reported being the victim of sectarianism reported the incident. Two individuals reported the incident/s to their employer/senior manager while one person reported it to the Garda Síochána. The reasons given for not reporting an incident included not knowing who to complain to, not wanting to cause trouble and being afraid of the reaction of employer/work colleagues. The issue of follow up post reporting was raised at the focus groups and there was a view that even if you did report an incident there was seen to be slow follow up with limited consequences for the perpetrators of the incidents. The issue was also raised that in the economic downturn workers in particular are less likely to make a complaint.

2.3.4 Experiences of racism

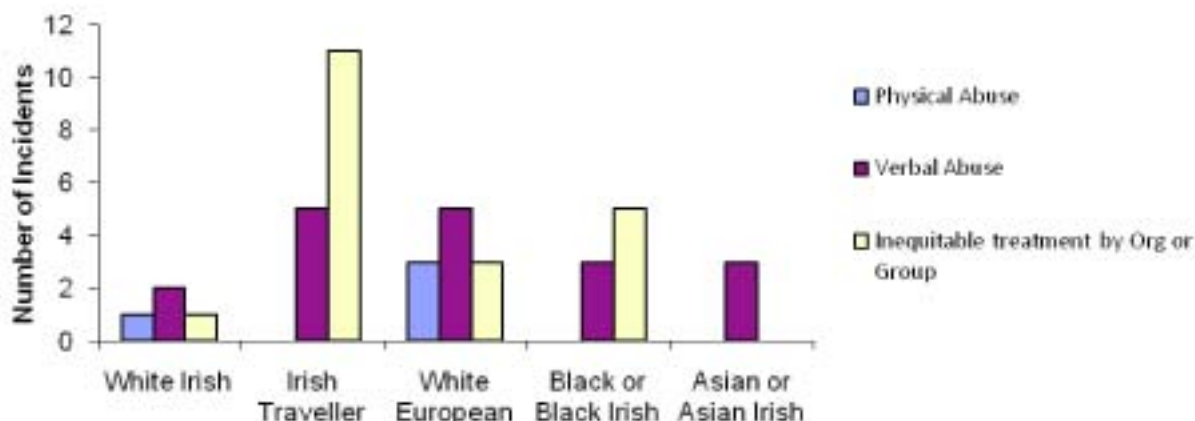
'32% of survey respondents had been the victim of racism, most on more than one occasion, and half reported experiencing it on more than ten occasions'

28 (32%) survey respondents stated that they had been the victim of racism. See Figure 5 for a breakdown of the ethnic and cultural background of these respondents. For a small number of respondents the racism was a once off event, for others it was a more regular event. 25 respondents reported being the victim of racism on more than one occasion, while 16 respondents reported being the victim of racism on more than ten occasions. Worryingly the majority (79%) of this racist behaviour was seen to have take place in County Cavan.

¹¹ 5 of these individuals were from the Church of Ireland tradition, 1 was a Buddhist, 1 a Methodist, 1 person has no religion and one person described themselves as a Christian. Four of these individuals were located in the north west of the county, 3 in the Cavan Town area, 2 in east Cavan and 1 in the south of the county. Two of these individuals came from a Black or Black Irish (African) cultural background, two from a White European background and five individual from a White Irish background.

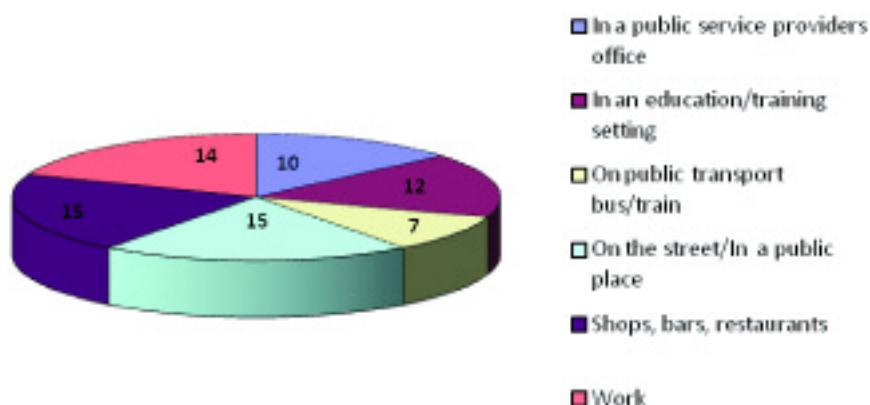


Figure 5. A breakdown of the ethnic/cultural Background of respondents who experienced racism



The racism took a number of forms, sometimes physical, but generally it was verbal abuse. The most frequent location for the racist incidents was in shops, bars and restaurants. The next most frequent occurrence was in work 88% (14). Racist incidents were also reported to take place in educational and training settings, in public service providers' offices and on public transport. See Figure 6 for a breakdown of the location of racism incidents. A number of the focus group participants also reported racist incidents occurring for children in schools.

Figure 6. A breakdown of the location of racism incidents



Focus group participants gave various examples of racist incidents. Examples given included name calling by young children on the street and incidents within the workplace. A total of 10 of the survey respondents and two-thirds of the focus group attendees had reported racist incidents. The most popular reason for not complaining included not knowing who or how to complain to, not wanting to cause trouble and being afraid of the reaction of employers/colleagues. Other reasons given for not complaining included: 'not being able to



afford a solicitor' and a general sense of there being no point in complaining. Among the organisations and groups the respondents did report the incidents to include employers/senior managers, course tutors, the Equality Authority, the Garda Síochána, the Local Councillor/Politician, a Trade Union. One of the focus group participants reported that while they had reported their experiences to a variety of organisations including the Equality Authority and the Garda Síochána they had no response.

2.3.5 Supports Needed

Survey respondents were asked whether there were any particular supports they needed. The most popular support identified (by 43% of the survey respondent) was English language skills training. Many of the focus group participants believed that the language barrier is the biggest problem in accessing services for most migrants. The focus group participants were generally of the opinion that people who do not have good English language skills can often be either afraid of asking or don't know how to ask and as a consequence can end up thinking that the services are poor. Focus group participants also spoke about the difficulties they experienced understanding English speakers with strong accents. A young Lithuanian woman who described herself as shy, reported having difficulty in understanding her boss and being reluctant to tell her boss when she didn't understand what he was saying.

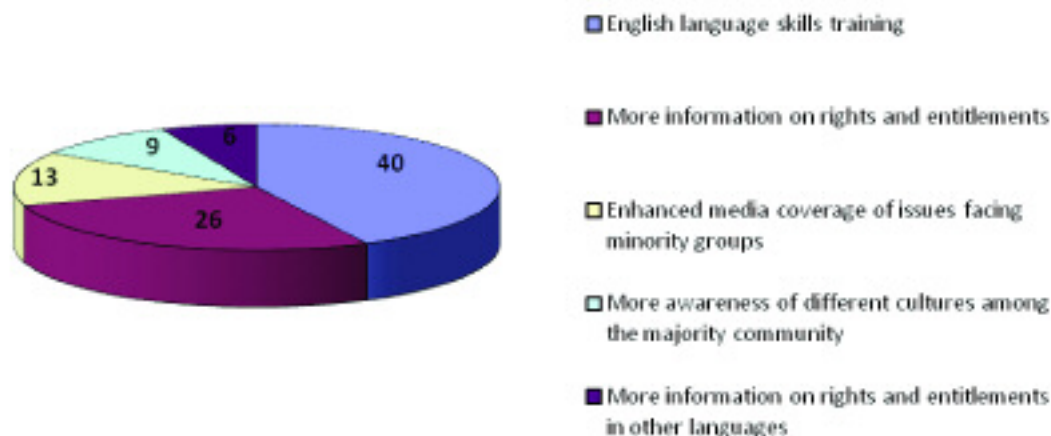
28% of survey respondents wanted more information on rights and entitlements, while 14% wanted enhanced media coverage of issues facing minority groups. Many of the focus group participants saw the Citizens' Information Centre as a useful source of this type of information on entitlements, but again to access these services people needed a good understanding of English. There was some discussion at one of the focus groups about the value and usefulness of information evenings (such as that organised in December 2009 by Cavan County Council's Ethnic Diversity Advisory Group). The view of the focus group participants was for these types of evenings, to be most useful, should involve all of the key service providers (including social welfare) and should be very widely advertised through a variety of routes including, migrant newspapers, schools, local ethnic shops and local employer with large numbers of migrant employees.

There was also a view among a small number of focus group participants that many migrants remain unaware of the variety of local activities undertaken by the community and voluntary sector. Examples cited include the community games and the credit union. There was a view that more needs to be done to ensure the minority community are aware of these activities. Building trust and confidence were seen by many of the focus group participants as key to integration. The multicultural network was seen by those who were aware of it as a good vehicle for building trust.



Other supports identified included more supports services and an enhanced focus on Traveller issues and rights. Some new communities have their own national papers (e.g the Polish community have a newspaper) and these can provide a good mechanism for accessing these communities. See Figure 7 for details of the support needs identified by the survey respondents.

Figure 7. Support needs identified by survey respondents



2.4. Findings arising from the survey of service providers

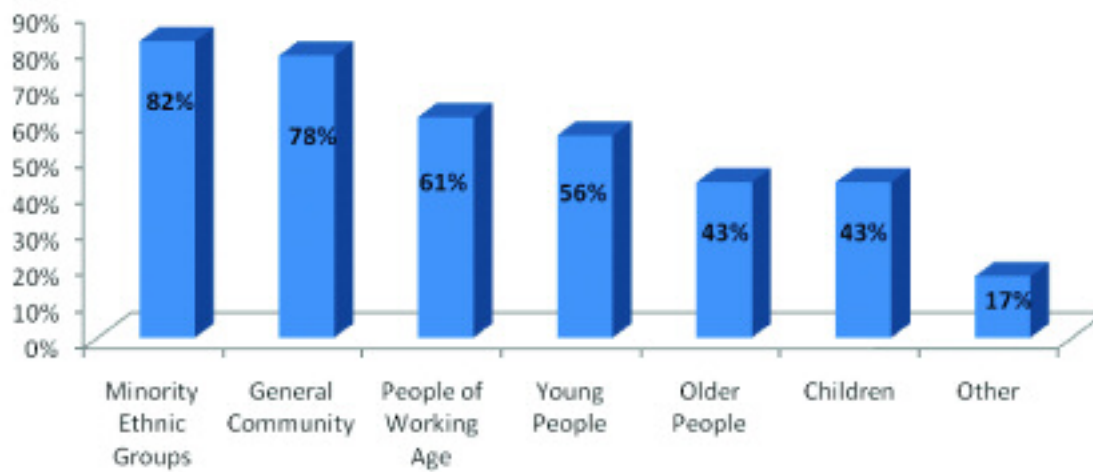
2.4.1 A profile of the service providers who participated

A total of 22 service providers participated in the survey. See Appendix 2 for a list of these service providers. Over 50% (14) of these organisations had paid staff and over 50% (13) had volunteers, while 2-3 organisations had staff and volunteers. 14 organisations described themselves as community and voluntary bodies, 5 described themselves as county based statutory agencies, two as national public bodies and 1 as a local development organisation. See Figure 8 for details of who they targeted.





Figure 8. An analysis of the different groups supported by the various service providers



2.4.2 Strategies for tackling discrimination

The organisations involved in the survey reported that they had a range of different strategies in place for tackling discrimination based on racism and/or ethnicity. None of the organisations had strategies in place to address sectarianism, although it was clear that some initiatives designed to tackle discrimination would also if properly applied tackle sectarianism as well. Over 50% (12) organisations had equality/anti-discrimination policies in place while 8 organisations had a staff/volunteer member responsible for equality/discrimination. Other strategies organisations had in place included regular consultation with excluded groups to assess their needs (within 7 organisations), and the provision of some information materials in a variety of languages (7). Only 3 organisations had regular reporting mechanisms in place to monitor discrimination, while only two had a committee in place to tackle discrimination. More worrying is the fact that at least 9 of the organisations involved in the survey had no strategies in place to tackle discrimination.

2.4.3 Training to tackle discrimination

Only a very small number of staff and volunteers in the organisations surveyed had participated in any form of diversity awareness/anti-racism training. Slightly more individuals had undertaken anti-racism training than diversity awareness training. The majority of staff and volunteers had not received any training. Five organisations stated that none of their staff had completed either anti-racism or diversity awareness training while 6 organisations said none of their volunteers has completed this type of training over the last three years.



2.4.4 Gaps in supports for minority groups in County Cavan

17 (77%) of the organisations surveyed believed that there were gaps in the supports available for minority groups in the county. See Table 11 for details of some of these gaps and suggestions made to address the gaps.

Table 11. An analysis of the gaps in supports for minority groups

Key Gaps	Practical suggestions made to address gaps
A central information point	“the establishment of a group that targets the needs of ethnic minorities- a one stop shop/drop in centre” “the use of the “Library service ... as a central information point.”
News gathering and reports	
Interagency work	“the establishment of an interagency structure to enhance communication and reach out to minority groups.” “A quarterly forum of all groups” “Creation of opportunities for agencies to work with minorities on a project basis”
Support for the majority community	“Anti-racism and anti-discrimination training for local people” “Changing attitudes among the majority communities”
Enhanced participation by the minority community	“Getting more feedback from minority groups in relation to their views on existing service provision” “Empowering minority communities to take the lead on initiatives” “Support more ethnic and cultural minorities participation on the committees and boards that have been set up”
Needs Analysis and Monitoring	“Undertake health impact assessments” “Recognition of sectarian attacks on Orange Halls, Church Halls & Churches”

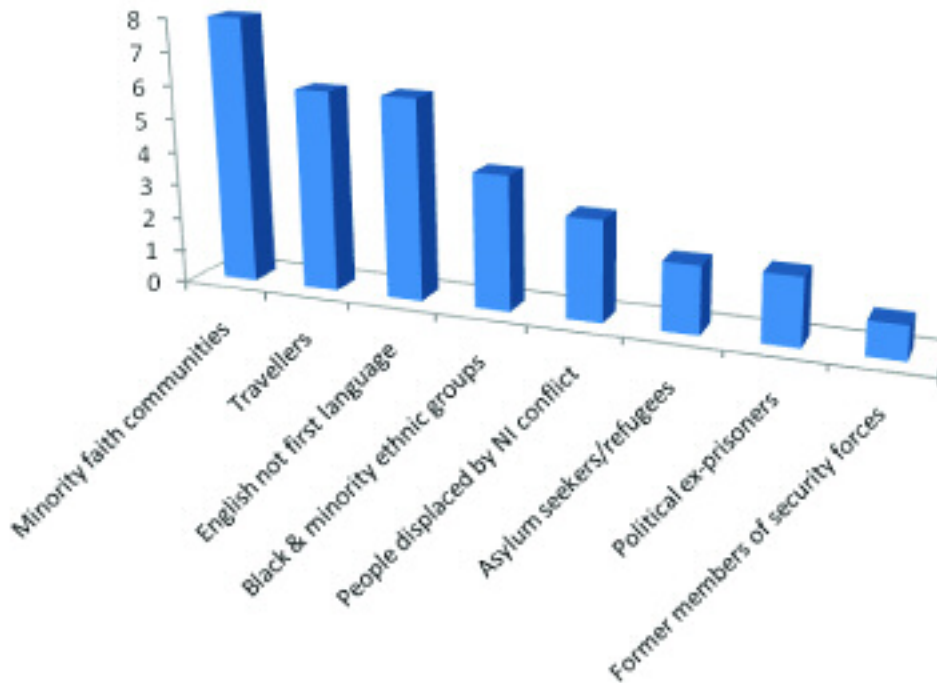




2.4.5 Initiatives to support minority groups

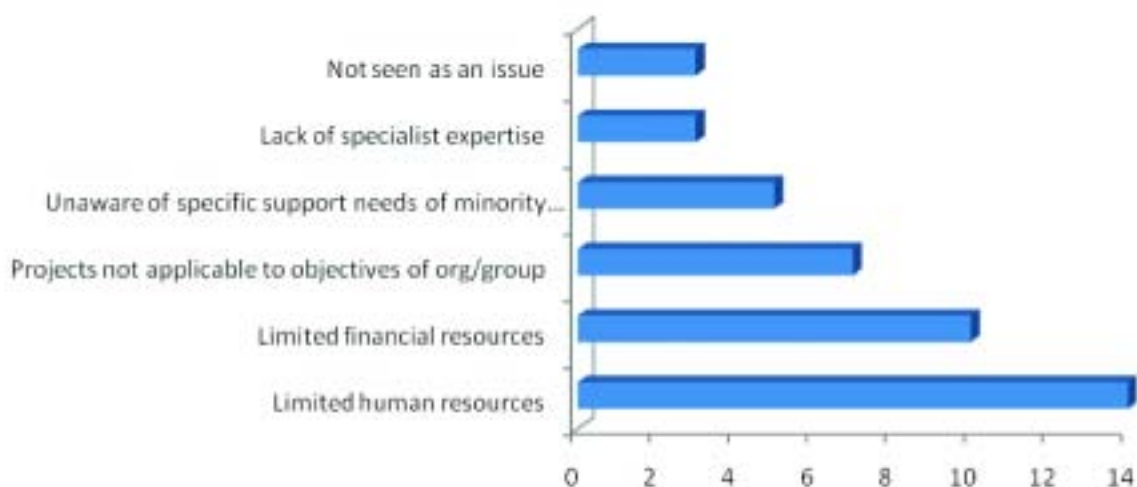
Over half (14) of the support organisations surveyed had specific initiatives in place to support the minority community. See Figure 9 for details of the groups targeted by the various initiatives.

Figure 9. An analysis of service provider initiatives by the minority groups targeted



The majority of the 14 initiatives identified were funded or supported in some way by the Peace III Programme. Figure 10 provides an analysis of the reasons given for not having or not having more projects that target minority groups.

Figure 10 Analysis of the reasons for not having/not having more projects that target minority groups.



It is interesting to note that lack of human resources is the most frequently cited reason limiting the number of initiatives targeting the minority community. The current economic climate with an embargo on recruitment can be seen to exacerbate this problem further.



2.4.6 Enhancing supports for/to minority groups

2.4.6.1 Practical actions

The most popular practical suggestion made by 50% of the service providers surveyed was to have more regular consultations with these groups. Other suggestions included: the establishment of a committee tasked with addressing discrimination (suggested by 6 organisations); assigning a staff member responsibility for addressing discrimination(5); putting policies in place or implement existing policies(4); increasing access to interpretation services(4); providing more information in a variety of languages(2).

2.4.6.2 Interagency Work

It is interesting to note that 73% (16) of the service providers surveyed were of the opinion that there was scope for more interagency work to support minority communities.

Agencies/organisations key to working with minority groups

The organisations that were identified by over 70% of the survey respondents as key to working with minority groups were:

- County Cavan VEC (20)
- An Garda Síochána (19)
- Cavan Community Forum (19)
- Cavan Multi-Cultural Network (19)
- Cavan County Council (18)
- Breffni Integrated (17)
- FAS (16)
- Department of Social and Family Affairs(16)
- Local churches (16)

Other organisations identified included the Cavan County Childcare Committee, the Citizen's Information Centres, the Health Service Executive, the Media, the Cavan Polish Association, Irish Traveller Movement, Comhairle na nÓg, and Peace III staff.



2.5. A summary of the key findings and issues to be addressed

2.5.1 Key findings

Among the key findings arising from the consultations include;

- Racism exists in County Cavan just as it does in other parts of the country
- Discrimination exists in County Cavan just as it does in other parts of the country
- Sectarianism exists in County Cavan, although many people (particularly new communities and residents) are unaware of its existence.

The exact extent and nature of racism and sectarianism in Co. Cavan is not clear, since there is no one inclusive system for measurement. The survey of 92 minority community members living in Cavan found that 43% of these individuals had been the victim of discrimination, 23 on the grounds of race/membership of the Traveller community and four on the basis of religious belief. While four other individuals believed the discrimination has a gender dimension¹².

- Works needs to be done with service providers and decision makers to ensure services are relevant and accessible to all Cavan residents
- There is a need to work with majority and the minority communities to raise awareness of diversity
- There is a need to encourage and support participation from all sectors of the community

Clearly the changed economic environment poses challenges for everyone in terms of the resources that are available to address the issues identified. However the availability of Peace III funding provides a route through which some of the actions can be funded.

The findings that emerged from the consultations are grouped under three headings:

- Accommodating diversity in service provision
- Promoting recognition, understanding and acceptance of diversity
- Supporting full participation in wider societal activities.

2.5.2. Accommodating diversity in service provision

2.5.2.1 Accessing Information

One of the key findings of the consultations was the need for information about a) the availability of local services and b) feedback from service users

The need for central information points where minority communities can access information on a variety of topics was specifically identified.

¹² Three of these respondents were female.



Information sessions attended by key service providers were identified as another useful tool to enable people to become more aware of the services available to them. It was noted that such sessions need to be comprehensive (in terms of having representation from the key service providers) and well advertised.

Service providers and minority community support organisations need to work together to establish a programme of regular consultations. The purpose of these consultations would be to review progress and identify any issues.

There is a need for more interagency work (particularly in relation to communication and addressing discrimination) and an interagency structure (involving the groups that represent the various minority groups) to oversee and manage the implementation of this work.

2.5.2.2 Promotion of diversity

Service providers need clear structures to promote diversity and address discrimination in all its forms.

- Service providers and community organisations need to ensure that their equality policies and reporting procedures are not 'tick the box' exercises.
- Where discrimination is reported, the issue should be addressed in a visible way without delay. Currently nobody is reporting their difficulties.
- Reporting discrimination is a big challenge and individuals (particularly individuals whose first language is not English) need a lot of help to deal with the complex paperwork and legal requirements. (In other jurisdictions individuals would have a court appointed translator to assist them negotiate the system).

2.5.2.3 Raising Awareness

There is a need for targeted diversity awareness/anti-racism training for both staff and volunteers working in local service providers in the county.





2.5.2.4 Language skills

Access to public services can be a challenge for individuals who do not have English as a first language. English language skills are not surprisingly therefore a particularly important tool to support migrant integration. The English language classes provided by Cavan VEC (for a small fee) were seen as important and useful in this context. Survey participants and focus groups participants believed that there was a need for the provision of more advanced and more technically focused language classes. The VEC provides classes up to level 5 but not all of the focus groups participants were aware of this. This would suggest that there is a need for enhanced promotion of the supports that are available and consideration of the provision of more advanced/technically focused language classes.

Access to interpretation services and the provision of information in a variety of languages can be important if expensive supports for minority communities. There may be scope for the adoption of a more co-operative interagency approach to the provision of these supports.

2.5.3 Promoting recognition, understanding and acceptance of diversity

2.5.3.1 Awareness raising work

Key findings emerging in relation to the recognition, understanding and acceptance of diversity included the need and importance of raising awareness of different communities, history, traditions, cultures, religions and practices. It was clear from the consultations that awareness raising work needs to be done with all age groups (children, young people, people of working age and older people) from both the majority and minority communities to explore and celebrate cultural differences, and similarities and to identify what it is that constitutes discrimination. The arts and local museum collections were seen by some consultees as useful vehicles for the exploration to diversity in a non threatening way.

2.5.3.2 Diversity fora

There is a need for community/area based fora where diversity issues can be explored. These fora could provide a location where conversations about diversity could be facilitated and links could be built between groups. Issues that could be explored at these fora would include:

- Supporting minority (ethnic and religious) communities to articulate the issues they face;
- Identifying and equipping the majority community to speak out against sectarianism and racism in Co Cavan.



2.5.3.3 Proactive engagement with/of religious minority communities

Work specifically needs to be done in relation to religious minority communities in the county, who are often frustrated by the lack of engagement at community level and in the context of formal educational provision in particular with/by the larger Roman Catholic community. It is the case that the Protestant community in particular have been slow to engage in wider community activities and that this engagement needs to be supported.

2.5.3.4 Enhanced communication and media coverage

Another issue that was identified through the consultation process was the lack of positive local and national media coverage of minority communities. Consultees identified a need for more input from minority and particularly immigrant communities into local papers. Many consultees also suggested that there would be merit in the identification and promotion of positive minority community role models. A number of the consultees felt that the discussions arising from the diversity fora (see above) should be shared with the wider community through the organisation of a local media campaign. The need was also identified for enhanced communication and support for communication between all those involved in diversity work - perhaps building on the work of the Cavan Community Forum.

2.5.4 Supporting full participation in wider societal activities

2.5.4.1 Levels of minority community activity

The research found a number of active local groups representing minority groups in the county. Some of the more numerous minority communities (e.g. the Polish and Latvian communities) have dedicated national papers and associations and local shops that provide a useful contact points for these communities. Some of these groups have begun to engage in wider community activities, while others focus exclusively on meeting the needs of their particular community/group.

There are numerous individuals from minority communities and the majority community who are not involved in any community level activity. Work needs to be done to raise awareness of the breadth of community and voluntary sector activities available within the county to participate in.

2.5.4.2 Leadership

Supporting and building the capacity of local community/group leaders was seen as key to leading to the development of a greater understanding of difference, similarities and celebration. The community leaders were also seen as an important point of access to minority communities as they are aware of the needs of the members of their community.



The consultees also identified a need for enhanced political leadership to promote the concept of diversity and integration and for support to encourage more minority community participation on local and county level committees and boards.

A need was also identified for the provision of leadership support and training for individuals working in the both the statutory sector and as members of the Peace III Partnership. These individuals are key to the successful implementation of spearheading integration initiatives.

2.5.4.3 Capacity Building

Building individuals' confidence and capacity was recognised by many of the consultees as the key to encouraging and increasing levels of participation among the majority and the minority communities alike. Capacity building work generally initially involves awareness raising, community engagement, initial discussions to get people talking and building their confidence. It would also involve sharing of good practices. This is generally followed by the provision of more specific training and development programmes which may or may not be accompanied by the provision of mentoring support and resource acquisition and allocation.

Capacity building work needs to be done with a) single identity groups, (including ethnic minority groups, faith groups, women's groups, older peoples groups and former servicemen and women), (b) cross community groupings, c) in targeted geographical areas (e.g. West Cavan). Some groups are harder than others to engage and the focus of the Integration Framework must be to target supports at the most excluded groups, including isolated rural men and disaffected young people. The Multicultural Network was identified as a good vehicle for encouraging minority groups to become involved in wider community activities.





3. The Integration Action Plan (2010-2012)





3. The Integration Action Plan (2010-2012)

3.1. The Introduction

The Action Plan has three core strands and a fourth strand which facilitates the implementation of the overall plan. The four strands are as follows:

- **Strand 1.** Diversity in service provision
- **Strand 2.** Promote recognition and awareness of diversity
- **Strand 3.** Support full participation in wider societal activities
- **Strand 4.** Actions to support the framework implementation

Each of these strands contains a number of core actions and indicative sub-actions. The Plan also details the lead agency and the key organisations involved in each of the actions. The implementations of the plan will depend on the availability of the resources necessary to implement the plan. The Peace III Programme (2007- 2013) is seen as a key source of funding for the plan particularly in relation to strands 2 & 3.





Strand 1: Diversity in service provision

Action	Indicative Sub-Actions	Lead	Support
Support local Service providers to strengthen their anti-discrimination policies and practices	<ul style="list-style-type: none"> - Undertake an audit of existing anti-discrimination policies and practices - Support enhanced local recording of racist incidents - Support local service providers to undertake customer feedback surveys and enhanced customer/client profiling - Facilitate regular meetings between service providers and minority communities representative organisations 	Health Service Executive	Garda Siochána Irish Traveller Movement Multicultural Network Cavan Social Inclusion Unit Other County Development Board agencies
Continue to raise awareness of diversity among service providers	<ul style="list-style-type: none"> - Raise awareness of the survey findings among service providers - Establish a panel of individuals drawn from minority communities who would participate in provision of the awareness raising activities. - Pilot the diversity awareness and good relations training programme within Cavan County Council - Deliver diversity awareness training to service provider staff (linked to SIM work) and front line staff in particular - Implement Anti-Racism in the Workplace week - Explore the potential to record sectarian incidents in the county. Undertake further research on the extent and nature of sectarianism in the county - Implement diversity awareness initiatives for service providers as part of a) Social Inclusion and b) Good Relations Week 	Cavan County Council Social Inclusion Unit	Good Relations Officer



<p>Address Key Information Gaps</p>	<ul style="list-style-type: none"> - Undertake an audit of materials available in different languages/formats. - Address gaps that emerge from the audit. - Promote the services that are available(e.g. organise service provider fairs (linked to other events/activities) - Undertake an audit of discrimination materials and supports available to local service providers/service users - Map where people access information on services and look at the establishment of a regular information exchange system 	<p>County Development Board</p>	
<p>Co-ordination</p>	<ul style="list-style-type: none"> - Facilitate a SIM sub-group of the County Development Board to progress the implementation of the service provider elements of the Strategy 	<p>Cavan County Council Social Inclusion Unit</p>	<p>Social Inclusion Measures Group</p>





3.2. Strand 2: Promote recognition and awareness of diversity

Action	Indicative Sub-Actions	Lead	Support
Recognise and raise awareness of diversity	<ul style="list-style-type: none"> - Develop materials for distribution on diversity, integration and building a sense of belonging - Organise a series of events to raise awareness of diversity. - Organise site visits to projects and initiatives that are addressing sectarianism, and racism. - Develop a manual for use by facilitators and project co-ordinators working to raise awareness of diversity in the county - Implement a Programme to explore the different religious beliefs and practices of Cavan residents - Develop a forum/‘Culture Café’ where members of the public and members of minority communities get to meet and exchange views and experiences 	Good Relations Officer	Peace III Staff Team
Celebrate diversity	<ul style="list-style-type: none"> - Run a series of events that celebrate particular local areas and the different cultural traditions that exist within the county - Support various minority community festivals (including the Festival of cultures) - Implement an arts and culture programme that brings people together from different ethnic backgrounds to celebrate their different traditions - Run a Good Relations week for County Cavan (September) 	Peace III Staff Team Good Relations Officer	Museum Officer’s schools programme



3.3. Strand 3: Support full participation in wider societal activities

Action	Indicative Sub-Actions	Lead	Support
Implement a community participation programme	<ul style="list-style-type: none"> - Provision of pre-development capacity building support for communities & groups - Provision of tailored training and development programmes for communities - Provision of one to one mentoring support. - Implement an annual 'Small Grants Programme' open to all groups 	Peace III staff team	Community and voluntary groups
Provide targeted support for key communities and groups	<ul style="list-style-type: none"> - Implement a community Participation programme with a) ethnic minorities, b) faith based groups, c) women, d) older people, e) former servicemen and women and f) young people - Implement a community participation programme with key groups in west Cavan (including isolated men). Establish and facilitate a cross community steering group to monitor this programme - Developed specialist programmes targeting support at minority religious and cultural organisations - Implement a pilot transformation programme with young people - Implement traveller diversity programme - Implement 'Sporting' Initiative that uses sport as a medium to build good relations 	Peace III staff team	GAA Social Inclusion Initiatives



Build local leadership capacity	<ul style="list-style-type: none">- Develop & deliver leadership training- Establish and facilitate a Forum for individuals involved in encouraging participation and promoting the development of good relations	Good Relations Officer	
Facilitate participation and networking across the county	<ul style="list-style-type: none">- Establish and develop a community based Good Relations Networking Forum- Support existing local networks and where necessary establish new networks- Provide training, support and mentoring plan for the various local networks- Organise an annual networking seminar for groups involved in diversity awareness- Organised an Annual Conference to highlight work being done in the county- Develop on on-line diary where groups can highlight the events they are organising	Networking Officer	Cavan Community Forum



3.4. Strand 4: Actions to support the framework implementation

Action	Indicative Sub-Actions	Lead	Support
Monitor and evaluate progress	<ul style="list-style-type: none"> - Organise a series of thematic and group orientated consultations and ask/listen events(4 per year) across the county to ascertain how much of “a sense of belonging” people feel in the area and how this could be improved - Learn from good practice by attending meetings (4 per annum) with other Good Relations and diversity programmes - Oversee and monitor the implementation of various programmes funded under the Integration Framework - Undertake internal and external monitoring and a review (twice a year) of the implementation of the overall Integration Framework Action Plan. This includes preparation of the quarterly reports for funders 	Cavan County Council	All Peace III funded groups in Cavan
Promote the framework and action plan	<ul style="list-style-type: none"> - Develop a media plan for the framework part of the plan which would involve the development of a regular newsletter - the development and regular updating of a webpage on the Strategy (to include a listings page/ clash diary on the web site) - Organise a launch of the Framework 	Peace III staff team	All Peace III funded groups in Cavan



3.5. Key Performance Indicators

Strand	Actions	Key Indicator
Strand 1 Diversity in Service Provision	Support local Service providers to strengthen their anti-discrimination policies and practices	No of Service providers that have strengthened their anti-discrimination policies and practices
	Continue to raise awareness of diversity among service providers	No of anti-discrimination events held and the no of people who attend
	Address Key Information Gaps	More information available for diverse groups
	Co-ordination	No of service providers who attend and actively participate in the sub-group
Strand 2: Promote recognition and awareness of diversity	Recognise and raise awareness of diversity	No of events held to raise awareness of diversity
	Celebrate diversity	No of people attending events No of people actively involved in diversity programmes
Strand 3: Support full participation in wider societal activities	Implement a community participation programme	Number of people engaged
	Provide targeted support for key communities and groups	Number of groups/Initiatives supported
	Build local leadership capacity	Training Places
	Facilitate participation and networking across the county	Number of individual/groups engaged
Strand 4: Actions to support framework implementation	Monitor and evaluate progress	Monthly workplans and evaluation reports
	Promote the framework and action plan	Volume of media coverage



Appendix 1. Organisations and Communities who participated in the Consultations

Cavan County Council	<ul style="list-style-type: none"> • Whips and their appointees of all political parties and the Cathaoirleach • Senior staff group (30th November 2009); • Peace III, Equality and Social Inclusion Teams (25th November - 8th December 2009). • Co Cavan Peace and Reconciliation Partnership (25th November 2009) • Elected members at council meeting (14th December 2009) • Strategic Policy Committee (15th December 2009)
Target groups of the Peace III Programme	<ul style="list-style-type: none"> • Minority faith communities - church leaders and members • Ethnic minority groups - national (Irish Travellers representatives) and international (Black and Ethnic Minority) • Women's network and groups • Older people's network • Isolated rural men • The Orange Order • Former servicemen of Irish Army <p>(24th, 25th and 30th November 2009):</p>
Key Local Agencies	<ul style="list-style-type: none"> • Breifne Integrated • Cavan Family Resource Centre • Cavan Community and Voluntary Forum <p>(30th November and 8th December 2009)</p>
Public meetings	<ul style="list-style-type: none"> • Cavan Town, • Bailieborough • Blacklion <p>(24th November 2009)</p>



Appendix 2. Organisations which participated in the service providers survey

1. An Garda Síochána
2. Border Minority Group
3. Breffni Integrated
4. Bunnoe ABC
5. Cadolemo
6. Cavan Boxing Club
7. Cavan Community Forum
8. Cavan County Council
9. Cavan County Council Library Service
10. Cavan Multicultural Network
11. Cavan Sports Partnership
12. County Cavan Vocational Education Committee
13. Cootehill ABC (Boxing)
14. Dept of Social Protection (formally Dept of Social and Family Affairs)
15. FÁS
16. Health Service Executive
17. K & K Boxing Club
18. Mullaghboy Accordion Band
19. Tanagh Branch O.N.E.T. Cootehill
20. Teach Oscail FRC Project Ltd
21. Polish Association
22. South West Cavan CDP





Appendix 3

Employer Case Study: CG Power Systems Ireland Limited

CG Power Systems Ireland Limited has been operating in Cavan for 32 years, manufacturing distribution transformers for the domestic, European and international markets. It formerly operated as Pauwels Trafo prior to the takeover by CG in 2005. CG is a global company, operating in 9 countries, with a turnover exceeding USD 2 billion. It is among the top 10 transformer manufacturers in the world.



The company is exceedingly proud of its multicultural workforce. Among its 404 strong staff, 30 per cent are foreign nationals. Working alongside its Irish employees are people from Russia, India, Slovenia, Latvia, Czech Republic, Poland, Lithuania and other countries. A massive eighteen nationalities are represented in all. Owing to the diversity of its staff complement, the company initially experienced some language barriers and training difficulties. It soon recognised the need to take particular steps to support staff who do not have English as a first language both in the workplace and to help them settle into their local surroundings.

For instance, they provide induction training for new staff in different languages, including Polish and Russian. They have translated important information, like contracts, health and safety information, and medical documents into three and four different languages. They organised English language classes that coincided with shift changeover, and hosted them on site to maximise attendance and permit staff to stay an extra hour to attend the class. Almost 50 workers participated in these classes providing huge benefit both to the company and to the individuals themselves. They also offered some flexibility for staff to enable time off for classes.

In addition to language supports, the HR team provided personal assistance to new staff helping them to find accommodation, acquiring their PPS numbers, opening bank accounts, etc. The company applied for all work permits required. Some housing accommodation was provided by the company to give initial support to workers moving from abroad.

Staff relations in the company are reported as being excellent, with little or no incidents of racial tension. The company has a very visible bullying and harassment policy which is promoted in induction training.



While these types of supports represented an additional cost for CG Power Systems Ireland Limited, they have reaped many benefits in having staff from a variety of nationality backgrounds. In the first place, foreign staff were able to fill both general and technical positions during the economic boom years, when Irish staff were in short supply. Indeed some staff coming from other countries already had experience of working in a transformer factory, an obvious advantage for the company. Other benefits include retention of staff, and good relations amongst staff, and between staff and management. CG believes its diversity of staff enriches its workplace and provides a high spectrum of experience and skills.

Katarzyna Iwko started working with CG Power Systems over three years ago. A teacher by profession from Poland, when she first came to Ireland her English was limited. She initially worked on the factory floor with production machines, and has since progressed within the organisation to the training department, where she creates training programmes that are delivered to floor workers. “For me, I’m proud that I work in CG because a lot of foreign people are here, from Poland, Hungary, Bulgaria and other places. So it’s good to meet with people. It’s very friendly because there are a lot of Polish people. I am involved with the Polish Association in Cavan, so I can tell other staff about it. When Polish people working here have problems with language, translators are brought in. Everyone is very friendly and they support each other in the office and it’s the same on the floor.”

Youthreach

A group of students from the Cavan Youthreach Centre took part in a focus group discussion in February to talk about racism and sectarianism issues in Cavan and to identify a case study to include in the plan.

Several of the participants reported being involved in various projects that related to diversity. One example was when they took part in a ‘Show Racism the Red Card’ project. This involved them performing a song as a group, singing and playing different instruments. They were supported by samba drummers. The song is going to be recorded and entered into a national Show Racism the Red Card competition.

They also followed an anti racism theme in projects in sports and art classes. In art they explored the difference between different cultures, and common aspects like music. Another project that some students were involved in was the 365 Project led by the Garda Síochána. Students went to Galway for an astroturf tournament. They wore tee-shirts with different messages about racism. There were photographers there and they got a story for their local paper.



Youthreach also ran another cross border project, which was Leargas funded. A small group of young mothers from the Youthreach centre went on exchanges with a youth group from the North, so the young mothers could learn from each other's experience.

The young people felt these projects were very beneficial. The students in this group had not previously taken part in anti racism / anti sectarianism projects at primary or secondary level. They felt that it would be useful for young people to look at these issues in school, however, they felt that children under the age of nine would be too young to understand discrimination. They felt that in general more awareness raising of issues was needed.

Breffni Integrated Ltd 'Integration Project'

Local development company Breffni Integrated has been very involved in the provision of support for ethnic minorities. They have delivered a variety of programmes to support foreign nationals to integrate effectively into the community. Over two hundred people have participated in these capacity building initiatives, some of whom have gone on to access mainstream jobs in a variety of areas.

They have also held many intercultural events. In 2008 at least 1052 individuals took part in activities organised by the Partnership, ranging from Basketball and Soccer Leagues, festivals, parent & toddler groups and integration workshops with schools.

Research conducted by Breffni Integrated on the perceptions of foreign nationals living and working in Co Cavan identified language as the largest barrier to integration. As a response to this Breffni facilitated two key training bodies, the FÁS Training Centre Dundalk and Co Cavan VEC to design a successful FÁS 'Return to Work Course'. This course, the first of its kind in the FAS North East was run with 19 participants, 7 of whom went onto full time employment in the community while some continued in training.

Other initiatives organised by Breffni Integrated have included a Managing for Diversity seminar and workshops for employers and publicly funded bodies. This took place in Dec 2007. Its purpose was to help employers to identify elements of diversity in the workplace, which they found to be challenging and generate actions to overcome these challenges. The development of a by Breffni Integrated of a pool of interpreters which can be used by all agencies in the County has been a very useful development Breffni Integrated also provide one to one support for foreign nationals assisting individuals were very practical issues including recovery of recover overpaid taxes and clarification of tax credits.



Cadolemo Ltd

Cadolemo Ltd was formed to support the Orange Order in the Counties of Cavan, Donegal, Leitrim and Monaghan together with those Orange lodges in Dublin and Wicklow and has been running as a funded organisation since September 2008.

Prior to Cadolemo being formed the Orange Order had no such structure to build confidence and capacity amongst the protestant community in the border counties and because of this the communities attached to Orange Halls had been in a cultural decline for years, to the extent that Co Cavan now has only three marching bands from the minority Protestant tradition. The years of decline had a lot to do with the years of violence in Northern Ireland and a prevailing attitude of 'keeping the head down'.

It has to be said though that a few halls had taken steps to improve their facilities and what they had to offer. Many more of the 40 plus halls had not taken any steps and Cadolemo was able to help many of them to obtain funds to modernise their premises and assisted in the application process.

Cadolemo holds a soccer tournament for teams from the four counties each year and this has given encouragement to many of the younger people in the area and provides a forum for them to interact in a sporting arena. We have also formed a bands forum for the bands in the four counties where they can come together to discuss items of mutual interest and value and coordinate better when arranging training etc. A women's network has also been formed and they have been on good practice and cross border visits where they can see for themselves how other groups have organised themselves and progressed since inception. A number of training courses for both men and women have been held over the area and more have been arranged. These courses help build the capacity of those involved in running events etc in their halls and ensure that new standards have been introduced and targets achieved.



Christianity Explored Programme

Christianity Explored was rolled out as part of the Good Relations programme. It consisted of an 8 week informal, interactive, interfaith programme. The programme took place in both Virginia and Cavan town. Both of the course were guided by the local church leaders representing a numbers of different faiths. The courses provided an opportunity for people from different faiths; both churches goers and non-church goers to come together in a safe non judgemental environment to discuss their shared faith.

"It's been a very positive experience both planning and being part of the Virginia Community Christianity Explored Course. As clergy we have gotten to know each other better and as denominations we have had the opportunity to explore our common faith as well as understanding our differences. Very worthwhile and valuable time together."

Rev Craig McCauley

Virginia

"I feel that this course has had a positive influence on my life."

Fr Andrew Tully

Cavan

"It gets to the heart of what life is all about without using 'churchy' language."

Rev Ivan Watson

Cavan

