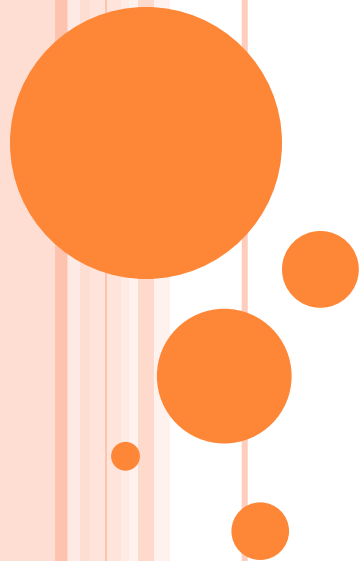




FINGAL COUNTY COUNCIL

Developing a Migrant Integration & Social Cohesion Strategy

24th September 2019



POPULATION

- Fingal has a population of 296,214. Of these, nearly 16% (about 47,400) are non-Irish nationals
- High concentration of migrants in some areas
- Diversity in terms of:
 - Age
 - Socio-economic background
 - Religious beliefs and customs
 - Ability to speak English
- Diversity brings opportunities and challenges



- Outline the structures established to support the development & execution of the Strategy
 - Consultations
 - Findings

- FCC adopted a 'bottom-up' approach to ensure the strategy and action plan reflects the issues and concerns of residents and staff.



Aim of the Strategy

To ensure that all who live, work and visit Fingal are valued, and all residents are enabled to fully participate and contribute to their communities, irrespective of their nationality, ethnicity, religious or cultural background.



THE PROCESS TO DATE

Funding: €30,000 from Department of Justice and Equality towards the development of the Strategy.

Project Manager appointed – Community Development Office

A Research and Policy Officer engaged in Jan 2018

A series of Fingal Specific Research was undertaken. A report “Fingal County Council: Towards an Integration and Social Cohesion Strategy” which outlined the rationale, baseline statistics and structures required to support the process was produced.



THREE COMMITTEES ESTABLISHED

Internal Working Group comprises of senior staff in Fingal County Council. This group ensured the Strategy was delivered on time. It will ensure implementation of the actions

Community Integration Advisory Council (CIAC) was established with the support of the Public Participation Network and Fingal Ethnic Network. **29 members representing multiple groups.** The role of CIAC was to:

- Advise and assist in developing the Strategy.
- Consult with their own groups and encourage them to take part in consultations,
- Participate in consultations.
- Prioritise areas identified in the consultations for inclusion in the Action Plan.

Expert Advisory Group comprising of experts/high ranking officials in organisations working with migrants and service providers in Fingal who have developed similar strategies. Independent Chairperson.

This group have met at key stages during the process and will continue to meet annually to oversee the annual evaluation process and ensure the implementation of the Action Plan.

The Consultation Process

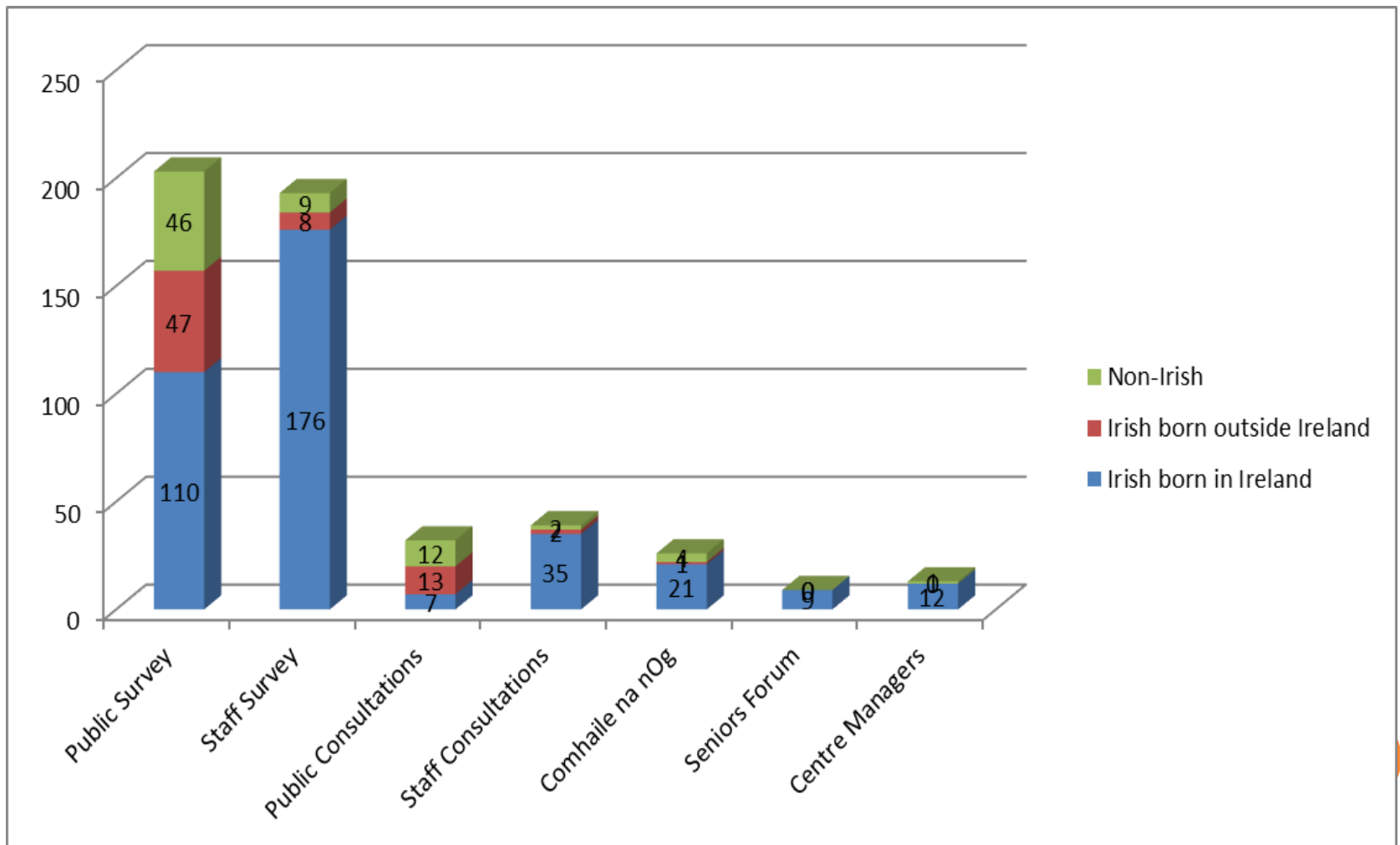
RESEARCH QUESTION: WHAT ARE THE INTEGRATION EXPERIENCES, ISSUES AND CHALLENGES OF FINGAL STAFF, MIGRANTS AND THE WIDER COMMUNITY IN TERMS OF ACCESSING AND DELIVERING SERVICES?

Ethical clearance obtained from TU Dublin – Blanchardstown Campus

- Fingal Staff Survey 196
- Public Survey 208
- Community Centre Staff Survey 13
- 11 Consultations/Focus Groups 71
- *Comhairle na nÓg*/ Senior Citizens' Forum 33
- Interviews with key informants 22



PARTICIPANTS BY NATIONALITY AND COUNTRY OF BIRTH



CONSULTATION FINDINGS PRESENTED UNDER 8 THEMES



Findings: Feedback and Priorities

The findings from the consultation process were presented to the Community Integration Advisory Council (CIAC) to prioritise action areas.

Their priorities and suggested actions were presented to the Internal working Group and the Expert Advisory Group for their input and approval.

Strategy and Action Plan

The priority areas identified by CIAC and approved by the Internal Working Group and Expert Advisory Group, together with their suggestions

and

Fingal County Council's obligations under the National Strategy

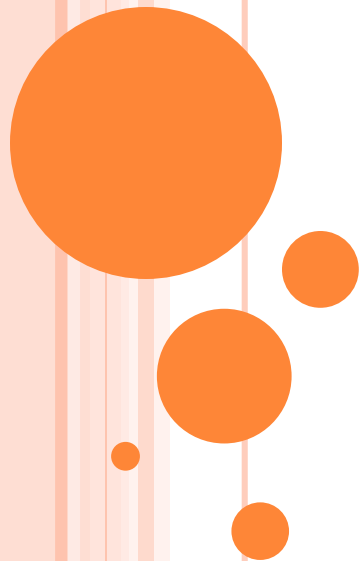
provide the basis for the Strategy and Action Plan.



**Comhairle Contae
Fhine Gall**
Fingal County
Council



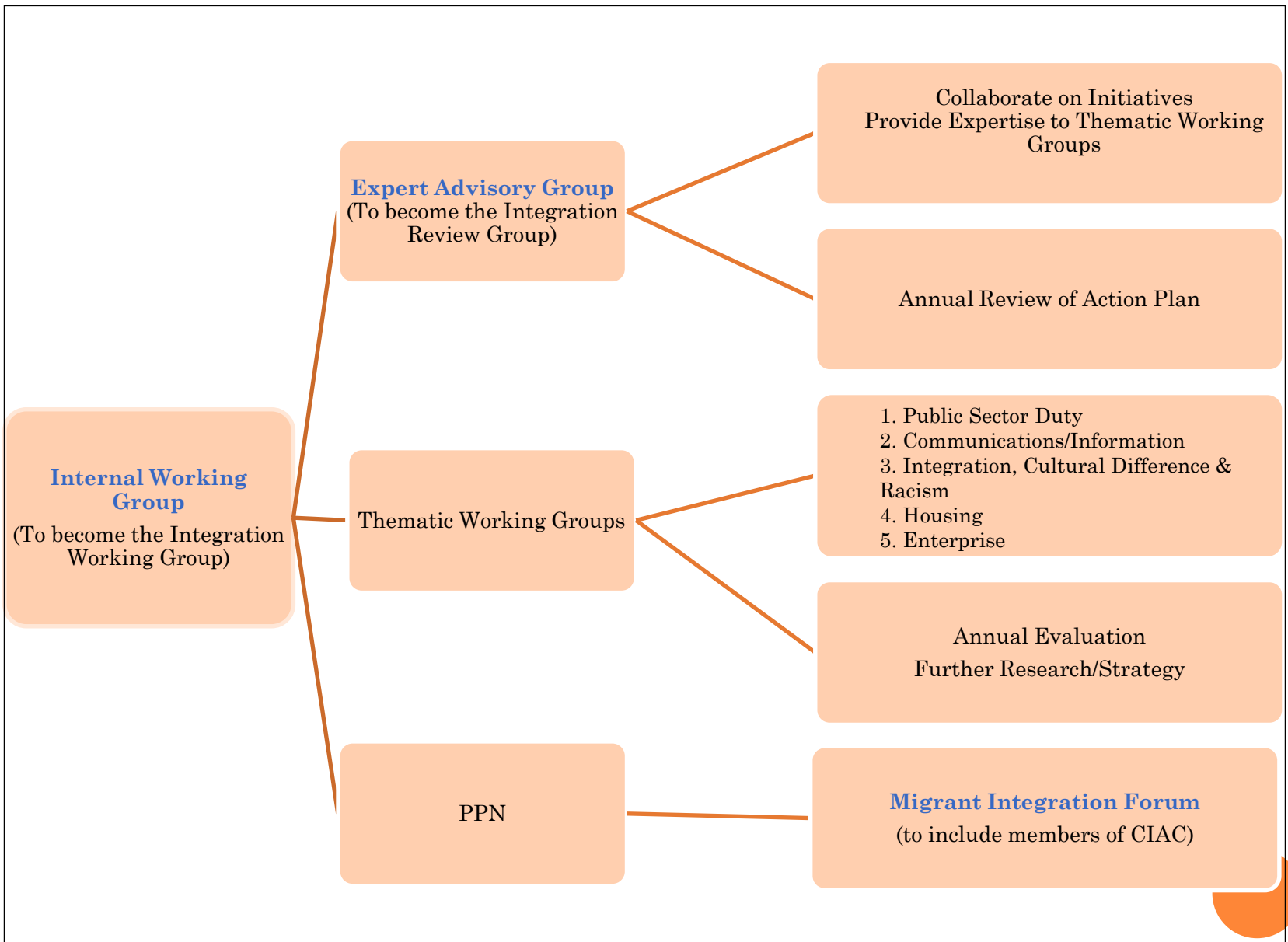
FINGAL COUNTY COUNCIL STRUCTURES TO SUPPORT THE PROCESS



TO ENSURE THE IMPLEMENTATION OF THE ACTION PLAN,
FIVE PILLARS, EACH WITH A DIFFERENT THEME, HAVE
BEEN ESTABLISHED

1. Public Sector Duty led by Corporate Affairs Department
2. Communication & Information led by the Chief Executive's Office
3. Integration, Cultural Difference & Racism led by the Community, Culture & Sports Department
4. Housing led by the Housing Department
5. Enterprise led by the Department of Economic, Enterprise & Tourism Development





CONCLUSION

Providing sufficient time to allow the process to evolve and structures to be developed was essential.

The consultation process provided different perspectives from the experiences of staff, migrants, the wider public and service providers.



Ensuring **buy-in** from all parties is vital and key to the success of the process.

- CIAC was key in achieving community engagement and buy-in from both indigenous and migrant communities.
- The Internal Working Group will ensure actions are achievable with staff commitment to their success.
- The expert group not only provided advice but assured buy-in from service providers, experts and senior management in Fingal County Council

Responsibility for delivering the Strategy and ensuring implementation of actions is delegated to senior management in Fingal County Council

Resources are required to ensure the Strategy and Action Plan is implemented and evaluated.