

# CORK CITY OF SANCTUARY MOVEMENT

## STRATEGIC PLAN OF ACTION



2018 - 2020



**Cork City of Sanctuary**

The Cork City of Sanctuary Movement Steering Committee and sub-groups are open and anyone who is committed to take action is welcomed to join. For further information on how to get involved you can go to: <https://cork.cityofsanctuary.org/> or e-mail [cityofsanctuarycork@gmail.com](mailto:cityofsanctuarycork@gmail.com)



## Foreword Lord Mayor

Cork City is becoming more diverse and as a city we need to invest in our future and work together to promote participation, build bridges with new communities, promote social inclusion and equality and foster inter-culturalism.

As Lord Mayor of Cork City I commend the development and implementation of the Cork City of Sanctuary Movement Strategic Plan of Action 2018-2020.

These steps are fundamental in building a city that can thrive economically, politically, socially, culturally and artistically. The aim of this plan is enormous; to begin to build a proactive medium and long term strategic approach on how we will invest and nurture the diversity of the city. For these reasons, this initiative needs to be supported by all stakeholders in the city, so it is based on a strong, sustainable and effective foundation.

I applaud the incredible commitment from all the stakeholders in the Cork City of Sanctuary Movement, the Steering Committee, the Executive Committee, all the people and organisations leading and working in the different sub-groups and the incredible commitment and work achieved up to now. These include many organisations, community groups, individuals, and representatives of new communities.

I would also like to congratulate the Community and Enterprise Section of Cork City Council, particularly the strategic leadership, co-ordination and management of this initiative undertaken by Maria Minguella, Social Inclusion Policy Analyst.

This strategic plan's vision, the co-ordination and collaborative approach already in place, the empowering and inclusive methods that have built a strong partnership taken by the Cork City of Sanctuary Movement are unique to Ireland and the UK. I am very proud that Cork city is leading the way in this regard.

As Lord Mayor of Cork city I fully support Cork city becoming a City of Sanctuary: when we talk about a 'city rising', it's important that everybody is brought along.

**CLLR. MICK FINN**  
**ARDMHÉARA CHORCAÍ**  
**LORD MAYOR OF CORK**



## Acknowledgements

The Cork City of Sanctuary Movement is incredibly grateful for the commitment given and effort put in by the Steering Committee, Executive Committee, and all the sub-groups.

Thanks to all the members of the Steering Committee, which include the following people: Maeve Dineen (Arts Office, Cork City Council), Jacqui O'Riordan (University College Cork), Mike Fitzgibbon (University College Cork), Abdelmoumin Djidel (New Communities representative), Mussa Abdiaziz (New Communities representative), Aymen Tomi (New Communities representative), Jennifer DeWan and Maria Bateson (NASC), Joe Mc Carthy and Naomi Masheti (Cork Migrant Center), Ann Braken and Angela (Welcome English), Ameen Hassan and Imad Fioh (Cork Sudan), Piaras Mac Einrí (UCC), Don O'Leary (Cork Life Center), Mella Magee (Cork City Partnership), Michael Fitzgibbon (UCC), Phil Heffernan and Elaine Cronin (Cork Education Training Board), Sorina Gabor (Health Service Executive), Kevin Mascarenhas (Presentation Brothers), Martha Halbert and Yvonne Murphy (Public Participation Network), Breeda Hassett (Cork City Libraries), Nadia Mousseid (New Communities representative), Deirdre Creedon (Cork Institute of Technology), Nura Hagi (Karti project), Stephen Henry Kelly (TUSLA), Roos Demol (Media expert and Human Rights Activist), Eva Ikwany (Together Razem), Julie Connelly and Joanna Karolini (Cork Volunteer Centre), Fiona Connolly and Frances Mc Carthy (Bus Éireann), Juweriya Quassim (Community Representative), Stephen Hackett (Irish Rail), and Denis Barrett (City of Learning, Cork City Council), Stewart Philpott and Anne Marie O'Neill (An Garda Síochana), and Keith Kingston, from International Organisation for Migration (IOM).

The Cork City of Sanctuary Movement would also like to thank all the leaders, co-leaders and members of the movement. Many of whom are volunteers who have taken on work in addition to their own responsibilities, and who have shown leadership and embodied the spirit of volunteerism.

The leaders include: Nura Hagi (Leader) and Susan Long (Co-leader) from the Women's Sub-Group, Michael Fitzgibbon (Leader) and Martha Halbert (Leader), Cecilia Amabo and Deborah Oniah (Co-leaders), from the Advocacy Sub-Group, Roos Demol (Leader) and Mussa Abdiaziz from the Communications and Media sub-group, Sorina Gabor (Leader) and from the Health and Wellbeing Sub-Group, Piaras Mac Enrí (Leader), Maria Minguella (Leader) and Juweriya Quassim (Co-leader) from the Further and Third Level Education Sub-Group, Don O'Leary (Leader), Nura Hagi and Kevin Mascarenhas (Co-leaders) from the Primary and Secondary Schools Sub-Group, Stephen Henry Kelly (Leader) from the Children and Family Sub-group, Maeve Dineen (Leader), Abdelmoumin Djidel (Co-leader), and Nadia Mousseid (Co-leader), from the Arts and Culture Sub-Group, Maria Minguella (Leader) and Piaras Mac Enrí (Leader) from the Research Sub-Group, and Jacqui O'Riordan, and Roseli de Abreu Castro from the Spaces and Places Sub-Group.

The Cork City of Sanctuary Movement would like to thank Maria Minguella, from the Community and Enterprise Section, Cork City Council, who has used a collaborative and inclusive approach to successfully and skilfully lead, co-ordinate and manage this Strategic Plan of Action 2018-2020. Maria has demonstrated a strong commitment to implement this vision and with this Strategic Action Plan has showcased a collaborative, open and inclusive

diversity model for the city that is unique to Ireland. From the outset Maria has supported members to engage with the movement through an approach of facilitation and empowerment which has resulted in a strong, diverse and committed membership, with the movement now featuring eight sub-groups, a hundred members, and commitment from numerous agencies and key stakeholders in the city.

The Movement wants to also thank the Community and Enterprise Section, Cork City Council, particularly Tony Power, Rebecca Loughry and Paul Moynihan from the Corporate and External Affairs Directorate, at Cork City Council, for trusting and believing in the Cork City of Sanctuary Movement vision and approach. Also the movement would like to thank Susan MacCarthy, Francis Freyne and Susan Skelly, at Cork City Council, for their valued support.

Finally thanks also to Places of Sanctuary Ireland Network, Tiffy Allen (Co-ordinator) and Philip Berman (Chair of Board), and Cities of Sanctuary UK for their guidance and support.

The Cork City of Sanctuary Movement would like to thank the commitment and dedication of all the members active in the Sub-Groups for all their efforts and voluntary work. All or most of the members of the sub-groups are mentioned in Appendix 4 at the end of this strategic plan.



## **Introduction:**

Cork City of Sanctuary Movement is a member of the Places of Sanctuary Ireland and it is comprised of all the stakeholders in the city which support or provide services to migrants or people of migrant origin. This includes many city agencies, organisations, community groups and particularly community representatives. Cork City has a rich community based fabric of organisations that have provided support and services to new communities in the last two decades. The Cork City of Sanctuary Movement has developed a very inclusive and empowering model, where we actively encourage involvement of new communities and all stakeholders in the city.

## **EU Current Migration Challenges:**

The European Union has recognised that Europe is currently facing its biggest refugee challenge since the end of the Second World War. According to United Nations Refugee Agency (UNHCR) figures, the number of displaced people in the world has increased to 65.3 million, 21.3 million of these are refugees (half of these are under 18 years old). Since 2015 1.2 million have fled to Europe. According to UNHCR “we are now witnessing the highest levels of displacement on record”.<sup>1</sup>

In this context Ireland has agreed to accept under the Irish Refugee Protection Programme 4,000 refugees. Ireland has agreed to resettle 780 refugees from Lebanon, Jordan and Turkey over 2016 and 2017 and to relocate 2,622 from Greece and Italy. So far 69 Syrians have arrived through relocation from Greece and 500 refugees will have arrived in Ireland through the resettlement programme by the end of the year.<sup>2</sup> This is aside from the incoming numbers of refugees and asylum seekers from other countries. The current refugee crisis will certainly mean an increase in numbers coming to Ireland in the near future. The Brexit process in the UK will also have implications for migration patterns in Ireland. Migrants living in the UK may move to Ireland (EU), possibly altering the levels of migrants in Ireland.<sup>3</sup>

## **National Integration Policy in Ireland**

National policy on integration has been fragmented over the years. One of the latest policy documents was set in “Migration Nation, statement on integration strategy and diversity management” (2008)<sup>4</sup>. “Migration Nation” identified the challenges at local level to implement integration, due to the large amount of organisations and agencies involved. Local authorities in this policy statement “*will have to have regard to the need for*

<sup>1</sup> <http://www.unhcr.org/figures-at-a-glance.html>

<sup>2</sup> Department of Justice and Equality <http://www.ustice.ie/en/JELR/Pages/PR15000457>

<sup>3</sup> Department of Justice and Equality, The Migrant Integration Strategy, A Blueprint for the Future. Page 8.

<sup>4</sup> Office of the Minister for Integration.

*integration policy to inform decision-making in the provision of services generally.”<sup>5</sup>. Launched in 2017, Ireland’s Migration Strategy provides a framework for a range of actions to support migrants to participate fully in Irish life.<sup>6</sup> Key to this will be the identification of the needs of migrant communities. A key component of this strategy is that Local Authorities will either revise their own strategies or develop them.*

### **City Profile:**

The Cork City Profile (2018) identifies the challenges migrants, refugees and asylum seekers face in Cork and Ireland as a whole, including; racism, barriers to accessing training, education, and employment and experiencing difficulties accessing health services, in addition to experiencing mental health challenges. Cork city is home for a diverse mix of nationalities with 14% of the total population in 2016 being non-Irish nationals. Of these, 19% are Polish, 29% are “Rest of the World” nationalities, and 38% are other EU states.<sup>7</sup>

### **Local Community Development Committees:**

The LCDC is a committee of the local authority responsible for coordinating, planning and overseeing local and community development funds in the area. It is responsible for public funded, community focused programmes which seek to develop the wellbeing of our communities. The LCDC’s have developed the community elements of the Local Economic and Community Plan (LECP). Under the community elements of the Cork City “Pure Cork” LECP the key objective in relation to this research study is “To fully develop the potential of Cork as a diverse, inclusive and multi-cultural city”. Actions under this objective include:

1. Promote a culture of anti-discrimination in Cork City by developing a clear strategy, action and monitoring plan for the integration of ethnic minority communities, including robust anti discrimination and equality measures.
2. Develop targeted measures and supports to address the needs of particularly vulnerable ethnic minority groups –such as Asylum Seekers, The Roma Community and Migrant Women.
3. Promote the delivery of festivals and awareness events around specific communities/issues to wider city population, e.g. Africa Day, Diversity Days, etc.
4. Investigate possible shared physical community space in city centre that marginalised communities, new communities would have ease of access to for their own events.
5. Promote the Yellow Flag Programme in schools, expanding the number of schools adopting the programme.

### **Background Cities of Sanctuary UK:**

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<sup>5</sup> Page 47, “Migration Nation”,

<sup>6</sup> Department of Justice and Equality, The Migrant Integration Strategy, A Blueprint for the Future. Page 2.

<sup>7</sup> Cork City Profile (2014), Healthy Cities and Cork City Council Social Inclusion Unit, and CSO Website.

City of Sanctuary UK holds the vision that our nations will be welcoming places of safety for all and proud to offer sanctuary to people fleeing violence and persecution.

City of Sanctuary UK began in October 2005 in Sheffield. In September 2007, with the support of the City Council and over 70 local community organisations, Sheffield became the UK's first 'City of Sanctuary' – a city that takes pride in the welcome it offers to people in need of safety.

Since then, City of Sanctuary UK, the umbrella organisation, has supported the development of a network of groups, which includes villages, towns, cities and regions across the UK, and others engaged in Streams of Sanctuary, Sanctuary Awards and activities intended to welcome people seeking sanctuary.

Whilst we are a movement in our own right City of Sanctuary also contributes towards wider movement building through partnership work and supporting advocacy and campaigning initiatives. City of Sanctuary UK enjoys close partnerships with all the major refugee organisations and we are committed to working with them to build a united voice to advocate for people seeking sanctuary in our nations and worldwide.

City of Sanctuary holds the vision that the UK will be a welcoming place of safety for all and proud to offer sanctuary to people fleeing violence and persecution. In order to realise this vision, City of Sanctuary UK supports a network of groups, which includes villages, towns, cities and regions across the UK, and others engaged in Streams of Sanctuary, Sanctuary Awards and activities intended to welcome people seeking sanctuary.

### **Places of Sanctuary Ireland:**

Places of Sanctuary Ireland is a network of groups in towns, cities and local communities which share the objectives of promoting the integration, inclusion and welfare of refugees, asylum seekers and vulnerable migrants, by encouraging every sector of society to make a practical commitment to becoming places of welcome and safety.

PoSI works through community groups, schools and colleges, churches, local councils, businesses and other organisations in the belief that these newcomers have a huge amount to offer Irish society. We want to ensure that their voices are heard and that their skills and talents are given an opportunity to flourish for their good and for that of Irish society as a whole. PoSI is not affiliated to any political or religious organisation, but is linked to the wider City of Sanctuary movement which was established in the UK in 2005 with a vision for making cities places that had a culture of welcome and inclusion, especially for those seeking sanctuary.

### **Cork City of Sanctuary Movement:**

Cork City of Sanctuary Movement began during the summer of 2017, when three public information meetings were held. The movement has been facilitated and co-ordinated by Cork City Council with the collaboration all the public and community stakeholders in the city and representative of new communities. An initial informal information session was held at the Migrant Centre (Nano Nagle Centre) and another two in Cork City Council, where



organisations and communities learned about Places of Sanctuary Ireland and Cities of Sanctuary UK. Cork City of Sanctuary Movement became a member of the Places of Sanctuary Ireland.

It was in July 2017 that all those present at the public presentation meeting decided before any action was taken that a working group should be set up, that would represent all the stakeholders in the city working in supporting and providing services to New Communities, and that they would work on developing actions.

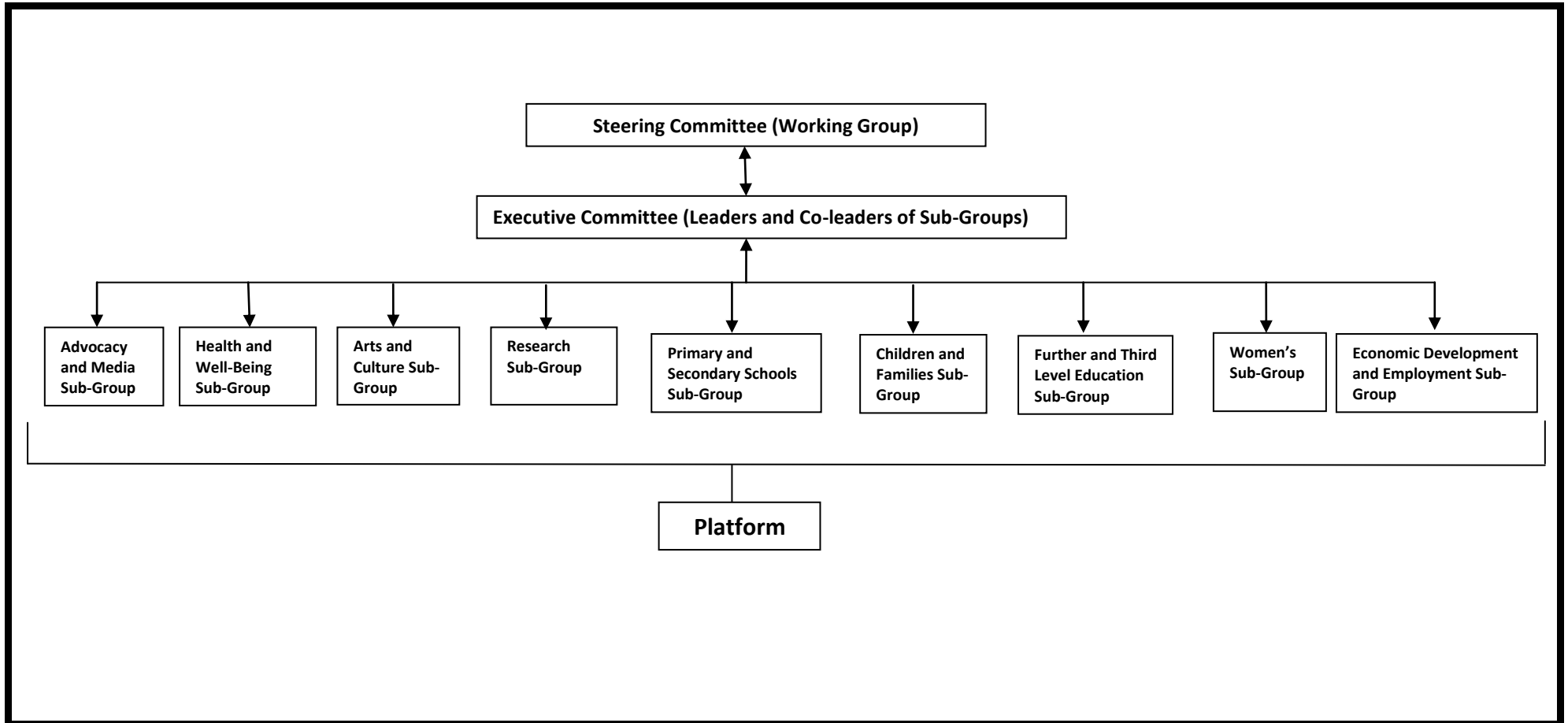
A first meeting to the Working Group was held in September 2017 and since then an incredible amount of work and commitment from many organisations, agencies, and new community representatives have worked towards putting this strategic plan together. Some of these actions have already been implemented.

From September 2018 to January 2019 the working group developed a vision and terms of reference and began to build a strategic action plan through a facilitated session in Cork City Centre Library. The working group divided into sub-groups and focused on the different identified thematic actions.

An awareness event was held as part of UCC Refugee Week in February 2018 Celebrating UCC's University of Sanctuary status and supporting Cork City's bid to become a City of Sanctuary. The event was organised by a City of Sanctuary Working Group and aimed to raise awareness of the City of Sanctuary concept, and to begin to engage with the city around the topic. The event included a photography/poetry/installation exhibition by Maria Wajdylo on the concept of Sanctuary as well as presentations given by a number of community organisations and community representatives. The presentations illustrated the rich community based supports and mutual engagement that has been taking place for many years in the city. The exhibition was shown at the City Central Library for three weeks, with lots of feedback received. This interactive exhibition initiative gathered information on the views of the public on the meaning of sanctuary.

A Working Group and number of sub-groups, which are led by the different stakeholders, are leading the actions included in this plan. The sub-groups include Primary and Secondary Schools, Advocacy and Media, Women, Further and Third Level Education, Health and Well-Being, Arts and Culture, Research, Children and Youth, and others are emerging. These sub-groups are led by different members of the Steering Committee, on a Volunteer basis. Actions include for example the development of a primary school resource pack for Schools of Sanctuary or advocacy support to Asylum Seekers and Refugees, or workshops and events, such as 'Engaging Migrants in Politics'.

## Structure of Cork City of Sanctuary



Cork City of Sanctuary movement aims to make Cork a place of welcome and safety where diversity is recognised and celebrated. The movement also promotes the building of bridges and connections between locals and newcomers. This movement is led by all the key stakeholders in the city, including Public bodies, Community Groups, Community organisations and representatives, through a working group and a community platform. The City of Sanctuary Steering Committee (Working Group) has set its vision, terms of reference and aims, and has also started mapping the city networks. See Cork City of Sanctuary Movement terms of reference in Appendix 2.

Members of the Cork City of Sanctuary include, New Communities representatives, Public Participation Network, The Cork Migrant Centre, NASC, Cork City Partnership, New Communities Partnership Cork, Presentation Brothers, Welcome English, Together Razem, Cork Volunteer Centre, The Life Centre, International Community Dynamics, Love and Care for People, Think Speak Do, Mind the Gap, Cork City Council, City Libraries, the Arts Office at Cork City Council, Health Service Executive, Tusla, Education Training Board, University College Cork, Cork Institute of Technology, St John's College, An Garda Síochána, Bus Éireann, Irish Rail, and others.

#### **New Communities engagement and empowering model:**

Cork City of Sanctuary Movement has pro-actively engaged with New Communities through active engagement, promotion and outreach. This has proven challenging, due to barriers such as transport costs and human resources, but the number of New Communities engaging with the movement has increased throughout 2018 and into 2019.

A key aspect of the running Sub-Groups has been the encouragement of New Communities to co-lead or lead sub-groups where possible. The leaders of each sub-group have committed to Cork City of Sanctuary as a voluntary/extra task for all stakeholders involved.

#### **UCC University of Sanctuary:**

In its Strategic Plan (2017-2022), UCC pledges to continue its *“commitment to widening participation and enhancing access for all students, fostering an inclusive environment that mainstreams diversity and equality.”* In keeping with this commitment, the University applied for and achieved designation as a University of Sanctuary in January 2018. The **UCC University of Sanctuary Working Group** continues to consolidate and extend activities that foster inclusion and a culture of welcome for asylum seekers and refugees both within the University and within the wider community. Key initiatives include:

- The **UCC Sanctuary Scholarship programme**, a collaboration between UCC and a philanthropic foundation, providing undergraduate scholarships to refugee and asylum seekers <https://www.ucc.ie/en/edi/universityofsanctuary/>
- The annual **UCC Refugee Week** <https://www.ucc.ie/en/edi/news/edi/refugee2019/>, which, hosts a range of events, many in partnership with local and national organisations

- The work of the **UCC STAR (Student Action for Refugees) Society**, which, includes awareness raising and hands on support activities
- The programmes in the UCC **Glucksman Gallery**, which provide integrated creative arts workshops, and summer, work- experience internships to young refugees and asylum seekers <http://www.glucksman.org/events/refugee-week-exhibition>.
- Contributions to public and academic discussion e.g. the **RTE Brainstorm online opinion** piece by UCC staff Dr Jacqui O Riordan and Dr Mike Fitzgibbon on **direct provision centres in Ireland**, e.g. <https://www.rte.ie/eile/brainstorm/2017/1101/916650-changing-the-script-around-direct-provision/>

The UCC University of Sanctuary Working Group has also forged links with other public bodies and higher education institutions in the region to support a co-ordinated approach to the provision of sanctuary. It has a strong working relationship with the Cork City of Sanctuary Group with whom it works collaboratively to promote the principles of sanctuary within the wider Cork area and looks forward to continuing to share learning about best practice in the promotion of a culture of welcome in Cork.

#### **Cork City of Sanctuary Movement Sample Implemented Actions:**

The following are a sample of the numerous actions that have already been implemented:

- “Engaging Migrants in Politics” Event (The Cork Migrant Centre).
- Inter-Cultural Dialogue Training for facilitators (Cork City Partnership).
- Conversation Cafe (City Libraries and Speak Think Do).
- The publication of book “A Journey Called Home”: a Cork City Libraries’ initiative as part of Cork City Council’s Creative Ireland Programme, 2018. In collaboration with Ó Bhéal the resulting diverse intercultural anthology presents original works from 62 writers in 20 languages along with English translations. The book includes 30 images by 3 photographers representing, Albania, Brazil and Poland.
- ‘Celebrating World Music and Cultures of Cork’, (Cork Intercultural Dialogue Network) held in Fitzgerald’s Park in June 2018, attended by 300-400.
- Mother and baby group courses and certificate event (The Cork Migrant Centre).
- Citadel Music Group (International Community Dynamics).
- Africa Day (Cork City Council, Irish Aid and Africa Day Volunteering Committee).
- Shape Your City initiative (Cork City Council).
- Women’s Sub-Group Consultation Workshop for the 3<sup>rd</sup> National Action Plan on Women, Peace and Security.
- Intercultural Dialogue Pilot Programme training for facilitators – 25 people trained to deliver Intercultural Dialogue Programmes in the community (SHEP, Cork City Partnership, Cork NCP, City of Sanctuary - Nov / Dec 2018)
- Intercultural Dialogue Pilot Programme - Implementation in Community (by trainees as above) 4 week programme implemented in Nano Nagle Centre in February 2019.

**Draft Strategic Plan of Action**

**Cork City of Sanctuary Movement**

**July 2018 to December 2020**

## **Vision for Cork City of Sanctuary Movement:**

### **Short-term:**

Develop and implement the July 2018 to December 2020 Cork City of Sanctuary Movement plan of action.

Sub-groups and organisations to lead the development and delivery of group and individual actions from July 2018 to December 2020.

A research study on needs analysis and profile of migrants and persons of migrant origin plus a mapping of services / initiatives / supports and review of gaps in service provision for migrants and persons of migrant origin. This research will include an evaluation of the plan of action and strategic development model of City of Sanctuary Movement.

Sub-groups will closely connect with the research study on needs and content of the research study and also will link with the Advocacy and Media sub-group.

### **Long-Term:**

The Cork City of Sanctuary Movement aims to develop a long-term integration strategy in 2020. This will be based on the findings of this research proposal, a needs analysis research study and the evaluation of the July 2018 to December 2020 plan of action and outcomes.

### **An Open and Flexible Strategic Plan:**

The Cork City of Sanctuary Strategic Plan of Action 2018/20 remains flexible and open to new actions through expanding its collaborative membership and incorporating new initiatives from additional organisations, agencies and community groups.

## **Key Implementation Actions for 2020:**

### **Sustainability:**

Sustainability of Cork City of Sanctuary Movement will be ensured by clearly developing throughout 2019/20 a strong and solid structure supported by all the local stakeholders who will support the movement to reach its potential through allocation of funding and creation of opportunities. Cork City of Sanctuary will work towards building a unique model that will aim to support the work of sub-groups, stakeholders and new communities.

### **Leadership and Resources:**

Throughout 2019/20 the Steering Committee of Cork City of Sanctuary Movement will work towards resourcing and building a partnership model that will make diversity, social inclusion and integration a fundamental part of Cork City's community development policy,

by creating the human and capital resources that will allow for the co-ordination of Cork City of Sanctuary Movement and for it to be a sustainable initiative.

**Social Inclusion and Empowerment:**

The Steering Committee and all the New Community stakeholders and members of Cork City of Sanctuary will continue to promote the model of strong New Community leadership and practical engagement. New Communities will continue to become engaged through continued implementation of practical engagement measures including promoting empowerment, new community leadership, advocacy, and integration.

**Resolution Form:**

The key concept of the Cork City of Sanctuary Movement Resolution Form is based on a whole of Cork city approach, whereby any club, artist, shop, business, public service provider or community group, will commit to implementing an action or actions as part of the movement.

You will be able to do so by filling in and signing a resolution form, that can be sent to Cork City of Sanctuary Movement. Once the Resolution Form is received, the Cork City of Sanctuary Movement will get in touch to confirm your involvement through the sub groups. See Appendix 1 for more details.

# **ACTIONS**



## ARTS AND CULTURE SUB-GROUP

Action	Outcome	Indicator	Lead organisation/ partners	Timeline						
				Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Creative Ireland	Commit funds to projects under city of Sanctuary Bid	Creative engagement projects enabled by Creative Ireland funds	Cork City Council Cork Migrant Centre Creative Ireland							
Culture Night and St Patricks Festival	Explore ways to link RASM communities to participate in these Civic events	More diversity within the programme and attendance	Cork City Council							
Cultural Access Scheme	Will work with our Venues, Festivals and residents in Direct provision to address practical barriers to attending cultural events	More attendance of families, young people and adults at events to experience the cultural offer of the city.	Cork City Council Triskel Cork Opera House Crawford Art Gallery							
Intercultural Dialogue Network Action	Celebrating World Music and Cultures of Cork Event	World Music event takes place in Fitzgerald's park, 300-400 attend	Cork Intercultural Dialogue Network, Funded by Cork City Council Parks Dept & others							

Action	Outcome	Indicator	Lead organisation/partners	Timeline						
				Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Intercultural Dialogue Pilot Programme	Train Intercultural team of 25 to facilitate 3 Intercultural Dialogue programmes in the city.	Implementation of intercultural dialogue programmes in three pilot communities, by training recipients.  (Communities Integration Fund)	Cork City Partnership SHEP New Communities Partnership Cork City of Sanctuary							
Citadel Fusion group	Support <i>Citadel</i> a fusion music group that is emerging from the Kinsale Direct Provision	Citadel develop their work and present in the city	Cork City Council Triskel Arts Centre							
Conversation Cafe in Cork City Library	A new social space where people from all communities can come together to chat and share experiences and ideas. Everyone is welcome to come along each month to meet and chat and share with others on an agreed theme, and enjoy refreshments along with presentations and information sharing	Bringing Corks New Citizens and Corks Old Citizens together to converse and learn within the library	Cork City Library Better Together CSR. (Community Support Resources).							

Action	Outcome	Indicator	Lead organisation/ partners	Timeline						
				Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Moving Still – project exploring photography and the moving image.	Exhibition at the Glucksman and a display of public artworks around the city (billboards)	15 teenage migrants, asylum seekers and refugees working with professional artists	The Glucksman Arts Council							
Blueprints – creative project inviting scouts and children living in Direct Provision to explore the local environment	Exhibition of created work showcased during UCC Refugee Week in Feb 2019	20 child migrants, asylum seekers and refugees working with scout group	The Glucksman Arts Council (possibly Dept. of Justice)							
People and the Planet – project inviting schools and community groups to explore the environment through creative projects	Exhibition of artwork displayed to public in Gallery 1 at the Glucksman during November	20 child migrants, asylum seekers and refugees working with professional artists	The Glucksman UCC Green Campus							

Action	Outcome	Indicator	Lead organisation/partners	Timeline						
				Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Future Forms - The project will facilitate children living in Direct Provision to work with artists to create artworks that imagine what their city and urban environment might look like in 200 years time.	Exhibition of artwork displayed to public in Gallery 1 at the Glucksman during March 2019	40 child migrants, asylum seekers and refugees working with professional artists	The Glucksman							
Change the Beat - In 2019, teenage asylum seekers, refugees and migrants will be invited to devise and implement a project working with professional artists whose work responds to music and representation	Creation of short film, public performance and exhibition of artworks	15 teenage asylum seekers, refugees and migrants	The Glucksman							

Action	Outcome	Indicator	Lead organisation/partners	Timeline						
				Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Blueprints - The integrated art workshops provide an opportunity for all the participating children to learn about the differences and similarities of their lives, to develop friendships and to make connections through positive shared experiences.	Exhibition of created artworks. Short film.	15 children from local direct provision centre working with a scout group	The Glucksman							
Dawn to Dusk – a creative engagement project with schools, community groups and children living in Direct Provision. Children will create artworks that respond to learn about the ways in which nature, time and life patterns are interrelated.	Exhibition of artwork displayed to public in Gallery 1 at the Glucksman during November 2019	40 child migrants, asylum seekers and refugees working with professional artists	The Glucksman							

Action	Outcome	Indicator	Lead organisation/partners	Timeline						
				Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
<a href="#">European Year of Cultural Heritage</a> (EYCH), Ó Bhéal presents a series of six paired readings featuring established Irish or European poets with poets who have migrated to Ireland.	Six paired poets readings featuring established Irish or European poets with poets who have migrated to Ireland.	Readings from writers from Ireland and ex DR Congo, ex-Zimbabwe, Japan, Hungary, Nigeria and writers from the Direct Provision writers group who published in <i>Here, There, In Between</i> (2018). A reading x 5/6 writers from Direct Provision + various Immigrant Communities.	Ó Bhéal and Cork City Library							
Youth Music programme	Work in partnership with Music Generation Cork City to Deliver a music programme for Children resident in Direct Provision.	Children in direct provision have tutored per formative music learning experience	MGCC Cork City Council Cork Migrant Centre							

Action	Outcome	Indicator	Lead organisation/partners	Timeline						
				Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
BEAG Early Years Arts	Work in partnership with direct provision services to deliver best practice early years art experiences	Parents and children from direct provision have access to specifically designed early years arts experiences	Cork City Council Cork Council HSE BEAG team							

## ADVOCACY AND COMMUNICATIONS SUB-GROUP

Action	Outcome	Indicator	Lead /partners	Challenges	Timeline							
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. to Dec. 2020	
Self-advocacy training	<p>Residents of Direct Provision Accommodation Centres to avail of training course on</p> <ul style="list-style-type: none"> <li>• Rights awareness</li> <li>• Issues and activism</li> <li>• Leadership and Communication</li> <li>• Community Development</li> <li>• Public speaking</li> </ul> <p>Participants aiming to become representative spokespersons from within their communities.</p>		<p>Coordinator, Public Participation Network</p> <p>Partners: Nasc Some initial work has been undertaken</p>									



Action	Outcome	Indicator	Lead /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. to Dec. 2020
Engagement Forum	Explore possibility of a closed online forum (eg. Private Facebook group) to continue conversation around integration of new communities' culture, addressing communication and language barriers, and to inform and update sub-group work		Communication subgroup as lead? All sub-groups Digital/online specialist partner? (Investigate involvement of <a href="#">Plus 10</a> or <a href="#">CARL</a> )								

Action	Outcome	Indicator	Lead /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. to Dec. 2020
<p>Three key asylum rights issues -</p> <p>1) The right to a form of identification - Asylum-seekers are currently denied a means of identifying themselves; the statutory card that they are issued with states explicitly that it cannot be used as an identity card.</p>	<p>Produce an advocacy strategy and supporting plan for each of these rights issues by mid- 2019. This will incorporate a brief statement outlining the issues and resolution sought. This will also align with other initiatives being conducted by other stakeholders, such as the education providers. The plan will incorporate 'soft' advocacy approaches to key players such as politicians.</p>		<p>Advocacy subgroup All sub-groups DP residents Cork City Council Other involved stakeholders, such as MASI Plus 10</p>								

Action	Outcome	Indicator	Lead /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. to Dec. 2020
2) The Right to Work: There should be no barriers to asylum-seekers - Ireland, almost alone in Europe, continues to deny asylum-seekers access to work. entering the labour market	Produce an advocacy strategy and supporting plan for each of these rights issues by mid- 2019. This will incorporate a brief statement outlining the issues and resolution sought. This will also align with other initiatives being conducted by other stakeholders, such as the education providers. The plan will incorporate 'soft' advocacy approaches to key players such as politicians.		Advocacy subgroup All sub-groups DP residents Cork City Council Other involved stakeholders, such as MASI Plus 10								

Action	Outcome	Indicator	Lead /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. to Dec. 2020
3) The Right to Education: Asylum-seekers and refugees should have access to all forms of higher and further education that they are qualified to attend – universities, ITs and FETAC institutions – with access to supporting grant systems. (Ireland denies asylum-seekers entry into almost all higher and further education programmes, irrespective of the duration of their stay, the exceptions being those who have progressed through the five years of secondary school)	Produce an advocacy strategy and supporting plan for each of these rights issues by mid- 2019. This will incorporate a brief statement outlining the issues and resolution sought. This will also align with other initiatives being conducted by other stakeholders, such as the education providers. The plan will incorporate ‘soft’ advocacy approaches to key players such as politicians.		Advocacy subgroup All sub-groups DP residents Cork City Council Other involved stakeholders, such as MASI Plus 10								

## COMMUNICATIONS AND MEDIA

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline							
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 Janua ry to Marc h 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. to Dec. 2020	
Create Cork CoS Facebook & Twitter Social Media Accounts	Accounts created and maintained		Advocacy and Communications Sub-Group	Human resources (funding)								
Develop a Cork CoS webpage on <a href="http://ireland.cityofsanctuary.org/">http://ireland.cityofsanctuary.org/</a>	Webpage developed and maintained		Advocacy and Communications Sub-Group	Human resources (funding)								
Create an email account for use by the Steering Committee	Account created And maintained		Advocacy and Communications Sub-Group									
Create an email account for use by the public	Account created and maintained		Advocacy and Communications Sub-Group									

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline							
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. to Dec. 2020	
Steering Committee Communication Training	Training delivered		Advocacy and Communicatio ns Sub-Group	Human Resources (funding)								
Cork CoS Newsletter	Newsletter created		Advocacy and Communicatio ns Sub-Group	Human Resources (funding)								

## FURTHER AND THIRD LEVEL EDUCATION SUB-GROUP

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 Januar y to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (January to Dec.)
CIT will Liaise with UCC and other Higher Educational Institutions to determine models of good practice exist	An awareness of best practice and a roadmap for the implementation of projects		CIT								
CIT will strengthen relationship with UCC to identify steps in developing an Institute of Sanctuary	UCC and CIT will collaborate and share practice so that new educational institutions can become Places of Sanctuary		CIT and UCC								
Provide scholarships for students who wish to progress to third level	Scholarships to be awarded in CIT and UCC for successful applicants	Number of Scholarships	UCC and CIT								
Liaise with philanthropic funders to identify financial support for successful students of Sanctuary	Funding for successful candidates	Bursaries	UCC and CIT								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (January to Dec.)
Develop and launch an Institute of Sanctuary Programme in CIT	Formal application process and achievement in securing the Institute of Sanctuary status for CIT	Institute of Sanctuary Approval	CIT								
All Further Education Colleges and Third Level Educational providers in Cork to work together to support students in Direct Provision	Coordinated programme between FE and HE in Cork		UCC, CIT, St. John's, Cork College of Commerce, Colaiste Stiofain Naofa								
Access to Education & Training	BTEI programmes level 3 & 4 Partnership with Direct Provision Centre – Kinsale Road	Contacts in Other Direct Provision Centre to be forwarded	St John's Central College Kinsale Road, Direct Provision Centre Cork ETB								



Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Develop blended learning programme	Design a bridge programme from FE to HE for International Students		UCC St John's Central College School of Commerce								
Intensive ESOL BTEI programme (English course) for 16 to 18 years old	Intensive ESOL aimed at learners who have high academic goals however their level of English is a barrier.	Completion/ progression	CETB BTEI and links with secondary schools.	Different levels of English and tailoring of programme content to meet different subject requirements and individual goals.							

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (January to Dec.)
QQI Basic language Level 1 to 3	Provide tuition in basic language. Prioritise Low education/ low income/ people who have lived here for years, but are now stranded below the level of their capacity	Contacts forwarded between DSP/HSL teachers/ DP Hostels/ Literacy Service	CETB Literacy Service	Underfunding/ space/ availability of tutors/ short academic year							
BTEI programme Level 3 and 4	Progression on to PLC Colleges and progression through the centre to advanced classes.	Students gaining PLC places	Welcome English Language Centre Cork ETB National Adult Literacy Association Adult Guidance Service								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Write On Pilot Project with NALA Adult Guidance Service	QQI Qualification in L2 & L3 for General Learning Cert	Students progressing to higher classes in Welcome English	Welcome English Language Centre Cork ETB National Adult Literacy Association Adult Guidance Service								
English for New Communities Network	A Network of Community Based English Language providers	Network established, membership confirmed, Meeting Schedule agreed, Actions agreed	Cork Learning City Working Group – GLLiC								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
An awareness and learning event on Cork City of Sanctuary Movement as part of the Lifelong Learning Festival 2019	Increased awareness of Cork City of Sanctuary Movement	Event organised and delivered	Cork City of Sanctuary Movement								
An information workshop/event for staff in UCC, CIT, and Colleges on challenges/barriers to further and third level education for Asylum Seekers/Refugees/Undocumented persons (personal stories).	Workshop/event carried out and report produced.	A better understanding of barriers and access to Further and Third Level Education by staff.	All stakeholders on sub-group								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Develop an information and guidance booklet as Guidance Counsellors' knowledge of the area really needs to be supported.	Booklet produced	Guidance Counsellors in school are more informed and access is improved	All stakeholders in the Further and Third Level and Primary and Secondary Schools Sub-Groups								
Provide general information on courses in Cork City gathered together and information on access to these for Asylum Seekers/Refugees/Undocumented persons	An information leaflet/booklet is produced and disseminated	Number of leaflets/booklets used and accessed	All stakeholders on the sub-group								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Advocacy Campaign on access to Further and Third Level Education for Asylum Seekers/Refugees/Undocumented persons	Full access to further and third level education for Asylum Seekers/Refugees/ Undocumented persons	Improved access to further and third level education	All stakeholders on sub-group								
Continue to develop activities in line with principles of University of Sanctuary Status achieved in Jan 2018	Sanctuary issues remain current within the University agenda through the ongoing work of the University of Sanctuary Working Group		UCC								
Organise and run Annual Refugee Week at UCC to raise awareness of sanctuary issues and celebrate the contribution of refugees and asylum seekers	Refugee Week with over 20 events ran from Jan 21-Jan 25 2019		UCC								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Continue to develop the UCC Sanctuary Scholarship in partnership with the Tomar Trust. The scheme provides fully funded scholarships and bursaries to refugee and asylum seeker applicants.	The 2019 Sanctuary Scholarship Scheme is now open for applications as of March 29 <sup>th</sup> 2019.		UCC								
Ongoing leveraging of university resources to respond to needs identified by local refugee and asylum seekers.	Activities undertaken include provision of access to: Computer Labs Library Rehearsal Facilities in Granary Theatre Career Development Workshops		UCC								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Ongoing negotiation to secure entry routes for refugees and asylum seekers into higher education programmes	Free places have been provided for qualified refugee or asylum seeker applicants into a number of certificate and diploma courses at UCC.										
Ongoing engagement in advocacy and lobbying work to highlight the challenges faced by asylum seekers and refugees.	The UCC University of Sanctuary Working Group is working to develop a 5 point education action plan campaign involving USI, Universities of Sanctuary Ireland and the STAR Society		UCC, USI, STAR								



Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Karti to collaborate with Mind the Gap to highlight issues that asylum seekers and refugees experience in accessing 3rd level education. We would focus on developing and providing training to various levels of management and teaching at third level institutions about how to improve access in line with sustainable development goals.	Training to staff within Further and Third Level section on barriers to accessing education	Increased awareness on barriers to Further and Third Level Education for Asylum Seekers/Refugees/undocumented people.	Karti Mind the Gap Other Sub-Group Stakeholders	Financial resources							

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Develop pilot schools with resource mentoring hours for children/youth from new communities that need schooling and language supports with the Primary and Secondary Schools Sub-Group	Pilot developed and working in at least one to two schools		All stakeholders								
Develop conversation sessions for elderly people from New Communities in conjunction with Age Friendly to support their inclusion in the life of Cork City	Elderly people from New Communities engage with conversation sessions and become more included in the life of Cork City	Conversation groups set up	All stakeholders								

## HEALTH AND WELL-BEING SUB-GROUP

*Vision: Cork City will become a place where immigrant population will enjoy a healthy and fulfilling life*

Action	Outcomes	Indicator	Lead organisation/ partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Sanctuary Runners	Involvement in physical activities	Increased level of immigrants' health	UCC, HSE ASOS, Cork City Council, Community								
Sanctuary Community Sports	Participation in community events Forming friendships	Number of immigrants (asylum seekers, particularly) participating in the <i>Rebel Run</i>	Cork Sports Partnership (CSP)/ Cork & Kerry Community Healthcare HSE- ASOS								
Immigrant representatives	Ensuring the participation of immigrants in the consultation, decision-making and implementation of all actions planned by H&Wb sub-group	Number of immigrants (asylum seekers, particularly) Diversity of gender, nationality, residency status and spirituality Commitment to the working of the group	All	Noticeable fluidity (mobility) of the immigrant population							

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline							
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)	
Men On The Move	Change in life-style  Reduced isolation  Inclusion of asylum seekers men in planning and participation to <b>N-Side men's physical activities</b>	Number of residents from <i>Glenvera Hotel</i> involved in men' Sport projects  Number of residents from <i>KRAC</i> involved in men' Sport projects	CSP    CSP / HAZ	Difficulties to engage men in the planning process  Lack of resources towards the transport of participants from and to the venues								
Hospital Multi-lingual Library	Establishing a collection of books for immigrant patients and families, in a mix of languages, in Mercy University Hospital  Recycling of books and literature throughout this project	Increase the comfort of patients and their families in the hospital premises	Together RAZEM/ Mercy University Hospital									

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 Januar y to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Pilot: Women & Children Swimming Hours	<p>Muslim women accessing swimming pool facilities in the city</p> <p>Achieving <i>Sanctuary Leisure Centre</i> title for one of swimming facilities in Cork</p> <p>Increased awareness of cultural differences for leisure facilities</p> <p>Increase the level of physical activities for Muslim women</p> <p>Forge connection with women of host community</p>	<p>Number of participants</p> <p>Willingness of leisure facilities to facilitate</p>	<p>Cork Sports Partnership (CSP) / Cork &amp; Kerry Community Healthcare HSE- ASOS / <i>Karti</i> Project for Women Peace &amp; Development</p>								
Sport Coaching Training Programme	<p>Participation of asylum seekers/immigrants in the training programme</p> <p>Up-skilling immigrants who are unemployed#</p>	<p>Number of participants from immigrant community</p>	CSP								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline							
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)	
Representation at local level decision – making community structures	Supporting strategic representation for immigrants on Cork Local Drug and Alcohol Task Force	Migrant Community Representative Position filled. Ongoing support provided to rep by CCP.	<b>Cork City Partnership (CCP) + PPN</b>									
Mother and Child Support for Families in Direct Provision	Psychosocial support parenting skills and knowledge for mothers in direct provision.	Number of mothers and children from direct provision participate	<b>Cork Migrant Centre (CMC)</b>									
Parents Plus Programme	Parenting skills and drug and alcohol prevention for migrant parents	Number of migrant parents participating	<b>Cork City Partnership</b>									
Mindfulness and Well-being	Allocation of a number of places to immigrants	Diversity of participants The level of improvement in the mental well-being of participants	<b>CMC + “The Lantern”</b>									

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
True Story-telling Series	<p>Linked with <i>Poetry Celebration/ World Peace Day</i></p> <p>A mix of immigrants (asylum seekers, refugees, high skilled professionals, students) tell their story in a public space to an un-expecting audience (i.e. public transport, parks, shops)</p> <p>Strengthening community links</p> <p>Enabling social inclusion of immigrants in community life</p> <p>Enhance the overall well-being of immigrants by building their capacity to share their cultural, social and ethnic identity with the host community.</p>	<p>Connecting individuals in the community at a deeper level</p> <p>Opening a platform for conversation/sharing between immigrants and host community</p> <p>Raising general public's awareness about the personal stories of immigrants</p> <p>Number of immigrants involved</p> <p>Number of story-telling sessions</p>	ThinkSpeakDo (TSD)/ Cork City Council / Bus Eireann / Better Together								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Sanctuary Garden	<p>Linking in with existent community gardens and enable older immigrants to contribute to the enhancement of the local area</p> <p>Outdoors Physical exercise</p> <p>Creating a new garden where cultural dialogue, forging new friendships and learning could be stimulated and enhanced</p>	<p>Immigrants and Irish people involved in a community garden space</p> <p>Increased understanding of different ethnicities, nationalities and cultures</p> <p>Enhanced natural, recreational environment in urban and sub-urban areas of Cork</p>	ThinkSpeakDo (TSD)/ Cork City Council / NHSE – HAZ / CCP-TÚS /Community initiatives / NIECHE								



Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Sanctuary Hospital	<p>Identifying, involving in and providing support to a hospital towards achieving the Sanctuary status</p> <p>Generating Sanctuary model which other hospitals might follow</p> <p>Aligning the values and principles of Sanctuary movement to the present Guidelines of HSE <i>Public Sector Duty</i> and <i>National Standards for Safer Better Healthcare</i></p> <p>Generating a Sanctuary Hospital Charter</p>	<p>Number of Hospitals to achieve the Sanctuary status</p> <p>Enhanced healthcare provision for immigrant population</p> <p>Diversity and multiculturalism in workplace</p>	All members/ Mercy Hospital	No guidelines available							

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline							
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)	
Sanctuary Community Health Practice	Developing a series of culturally competent community health care centres (GP practices, community health centres, dentist practices, etc.)	Diversity of our community is recognised Healthcare practitioners will deliver culturally informed health service Increased patients satisfaction	Cork& Kerry Community Healthcare HSE- ASOS/ Mercy Hospital /St. Mary's Campus, GPs									
Sanctuary Marathon Runners	Asylum seekers from DPs involved in Cork City Marathon 2018  Involvement in physical activities  Increased self-esteem	Number of individuals involved  Level of satisfaction and happiness for asylum seekers involved  Number of follow ups in other running events  Number of follow ups in joint training	Graham Clifford, Clare / CCC, Cork& Kerry Community Healthcare HSE- ASOS/, Tomar Trust	This Action became a stand-alone national initiative								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Further Education Drug & Alcohol Awareness & Community Development	Waved fees for asylum seeker applicant who has successfully achieved a place on the <i>Substance Use Issues and Community Work course (QQI L5)</i> . College of Commerce / CCP.	<i>1 Sanctuary bursary award per year</i>	Cork City Partnership								

## WOMEN'S SUB-GROUP PLAN OF ACTION

Action	Outcome	Indicator	Lead Organisation/Partners	Timeline						
				Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 Januar y to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Supporting the Public Consultation Process of the Third National Action Plan Women, Peace and Security	Two Consultation Workshops in Cork City that will inform the Plan	Number of Women involved in Workshops Feedback included in Plan	Department of Foreign Affairs and Trade and Cork City of Sanctuary Movement Women's Sub-Group and active organisations working with Asylum Seekers and Refugees in County Cork							
Raise Awareness Events of the International Day Against Violence Against Women – 25 <sup>th</sup> of November 2019	Events during the International Day Against Violence Against Women in 2019	Number of Events Number of participants at events	Cork City of Sanctuary Movement Women Sub-Group KARTI Project for Women Peace and Development Sexual Violence Centre Together-Razem Cork City Partnership NASC Migrant Centre and other							

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 Jan. to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Organise three New Communities Women Network Forum Events/Workshops	Three Network Forum Events/Workshops	Establishing a New Communities Women Network Forum Provide a Network Forum Identify issues and challenges for New Communities Women	Cork City of Sanctuary Movement Women's Sub-Group								
Women's Sub-Group to link and get involved with City complementary events that happen in the City for the International Women's Day – 8 <sup>th</sup> of March 2019	Women's sub-group attending the Migrant Centre's school event	Awareness of stories from women that are seeking asylum and living in direct provision.	The Migrant Centre								
Swimming Pool For Women initiative	Hours of swimming pool for only women and children	Availability of hours of swimming in the city for only women and children	Women's Sub-Group								
Support women from New Communities to run for Local Elections through mentoring and capacity building	Build the capacity and mentor support of women from New Communities that are running for local elections	A woman from New Communities is elected as Councillor	Women's Sub-Group								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 Jan. to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan. to Dec.)
Female Genital Mutilation (FGM) training program for service providers and immigrant women from FGM practicing countries	Training delivered to service providers	Increased awareness of FGM	Sexual Violence Centre and Karti Project								

## PRIMARY AND SECONDARY SCHOOLS SUB-GROUP

Action	Outcome	Indicator	Lead organisation/partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Development of Education Subgroup(this will be continual so all Q's can be ticked)	Adding of further members	Growing group membership	Orgs represented by group membership	Membership of subgroup continues to need expanding. Existing members availability to work on plans and outcomes can be limited due to other work commitments							
Setting Initial Group Objective(July, August 2018)	Cork School of Sanctuary Pilot (Secondary Schools)	Planning of Programme (including timelines) Development of resources (School of Sanctuary Quick Guide, Set of curriculum-based resources) Selection of 6 pilot schools	Orgs represented by group membership								

Action	Outcome	Indicator	Lead organisation/partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Engaging 6 Schools (July/Aug 2018, Oct/Nov/Dec 2018, work to continue Jan-April 2019)	6 school Principals visited by Christmas holidays 2018 Meeting of lead teachers arranged for January 2019	Initial outreach to schools during summer months Follow up during Term 1 of academic year	Orgs represented by group membership	Meeting these outcomes has been very challenging-it has proved difficult to meet with school staff/principals and to get confirmation of commitment to programme by selected schools. To this end further plans have been put in place in relation to engaging schools							
Acquisition of seed funding(Oct/Nov 2018)(Jan-Apr 2019)	€1,700 generated to support School of Sanctuary Pilot	Successful application grant to SICAP(CCP)(November 2018) €1,200 for delivery of Sanctuary themed workshop to 6 schools €500 acquired November 2018 for school pilot programme	Orgs represented by group membership CCP								



Action	Outcome	Indicator	Lead organisation/partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Delivery of School Workshops(Feb-April 2019)	Educating and up-skilling students to make schools safer and more inclusive	Delivery of 2 sanctuary-themed workshops to 6 pilot schools Student Feedback on workshop experience	Orgs represented by group membership Mind the GAP 6 Pilot Schools	No workshops have been delivered to date with time becoming a challenge. A workshop scheduled for one school had to be cancelled owing to bad weather. We are now aiming to deliver 1 workshop to 6 schools							
Celebration Day(15 <sup>th</sup> of May 2019)	6 Pilot Schools presenting their work & being presented with SOC Flag	School's written portfolios School's Sanctuary Showcase	6 Pilot Schools Places of Sanctuary Ireland COS Primary & Secondary Education Subgroup	Decision reached by group to delay this action until the new academic year 2019/2020							
Creation of School of Sanctuary Resource Pack for Ireland(Jan 2019-Aug 2019)	Completed Pack	Drafts Use of School Feedback	Places of Sanctuary Ireland Galway School of Sanctuary								

Action	Outcome	Indicator	Lead organisation/partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Implementation of strategy to engage Pilot Schools(February/April2019)	Engagement of 6 City secondary schools with School of Sanctuary Cork Pilot	-Confirmed School of Sanctuary Workshop date for 6 schools -Follow up with schools re student actions re making schools safer places of sanctuary	COS Primary & Secondary Education Subgroup Mind the Gap 6 Pilot Schools								

## SPACES AND PLACES SUB-COMMITTEE

Action	Outcome	Indicator	Lead organisation /partners	Identified Challenges	Timeline							
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan to Dec.)	
Increase group members	Seek new members for group			Attracting members								
Communication across sub-groups	Contact leaders of the other sub groups and request that they send us contact details of activities/organisations that they identify in the course of their work		Cork City Council /S&P Sub Group									
Information organisation	Develop template for information organisation  Collate information so that it becomes available as a resource to Cork City of Sanctuary	Template designed	Cork City Council /S&P Sub Group	Adequacy of template								
Ongoing identification of groups	Identification of further hard-to-reach groups		S&P Sub Group									

Action	Outcome	Indicator	Lead organisation /partners	Identified Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan to Dec.)
Increase visibility/reach	Development of Sanctuary visibility badges and protocols  Investigate the possibility of a phoneline for immigrants experiencing isolation  Development of Sanctuary visibility items: tee shirts, leaflets	Visibility materials developed	Cork City Council /S&P Sub Group								
Information gathering on visibility	Investigate visibility of spaces and places of other sanctuary places										

## RESEARCH SUB-GROUP

Action	Outcome	Indicator	Lead organisation /partners	Identified Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan to Dec.)
Undertake a solid research study on the profile of New Communities in Cork City and a mapping exercise to identify gaps in relation to services and supports, in addition to an evaluation of the Cork City of Sanctuary Movement model and Strategic Plan.	A solid research study that will inform policy development in relation to developing an Integration Strategy based on the Cork City of Sanctuary Movement Strategy 2018-2020 and model.	Research undertaken and published	Cork City Council, HSE, UCC, CIT and other stakeholders								
Identify and apply for research funding opportunities in relation to new communities in Cork City and linking with other Cities in Ireland and Europe	Possible funding opportunities for further research	Additional research funding successfully sought	UCC, CIT, Cork City Council, HSE, and other stakeholders.								

**City of Sanctuary Proposed sub-group on Children and Families Living in Direct Provision, Refugees and Non EU Migrants:**

TUSLA Cork through the Prevention, Partnership and Family Support (PPFS) will in 2019 work with other agencies in the Statutory, Voluntary and community sector to facilitate the establishment of a sub-group of the City of Sanctuary to work on addressing the issues related to children and families in Direct Provision, refugees and non EU migrants.

This sub-group will establish linkages with Tusla's Children and Young Peoples Services Committee, [CYPSC] in the City and County.

## OTHER AGENCY/ORGANISATIONS/GROUP ACTIONS

### AN GARDA SIOCHANA

An Garda Siochana will be carrying out these actions in collaboration with community groups/organisations that provide supports to New Communities, new communities' representatives and Cork City of Sanctuary Movement.

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
An Garda Siochana will deliver effective proactive responses to racist issues.	PULSE system records number of racist incidents and outcomes. Greater confidence in reporting racist issues.	Feedback from agencies and communities concerned.	An Garda Siochana								
AGS to develop and maintain effective communication with new communities.	Greater confidence in AGS among communities. Attendance at Safety Fora/JPC.	Annual reports on the number of groups contacted; actions delivered; campaigns etc.	An Garda Siochana								

Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
An Garda Siochana will provide one point of contact for information relating to safety and security for new communities in each area of the city.	Crime Prevention advice/service.	Annual report on number of groups contacted and actions delivered.	An Garda Siochana								
AGS to determine and respond to safety/discrimination concerns of new communities  An Garda Siochana will provide a list of all trained Ethnic Liaison Officers to all relevant agencies in each area of the city.	Build greater confidence in new communities to respond to safety/discrimination incidents  Improve access to AGS and increase confidence in making a safety/discrimination complaint/looking for advice	Feedback through relevant groups and through stakeholders Meetings.  Level of interaction and number of complaints made.	AGS  AGS								



Action	Outcome	Indicator	Lead organisation /partners	Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Publication and dissemination of a racism specific leaflet by setting up a working group.	Heighten awareness of laws surrounding racism and procedures to make a complaint etc. List of Community Gardai in each area local Garda stations.	Delivery of leaflets within a time frame.	An Garda Siochana								
Ongoing contact with all new communities groups through the city	Improved relationships between AGS and new communities and also all agencies/organisations/community groups that support new communities. Contacts in all groups.	Reports on the number of groups contacted	AGS								
Interaction with communities in providing Community Bus	Providing transport and improving relationships with new communities	Reports on the number of groups facilitated	AGS								

## CORK VOLUNTEER CENTER

Action	Outcome	Indicator	Lead organisation/ partners	Identified Challenges	Timeline						
					Q1 July to Sep. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Deliver Information session to migrant groups across the city on aspects of volunteering.	More awareness of the benefits of volunteering as a means to integrate into communities and to gain valuable work experience.	30% of attendees state they have a better understanding of the benefits of volunteering.	Cork Volunteer Centre								
Produce booklet on migrant volunteering in the community and distribute to all organisations registered with Cork Volunteer Centre	More awareness of cultural differences and the importance of engaging volunteers from migrant backgrounds.	10% increase in the number of non-Irish volunteers placed with organisations in Cork	Cork Volunteer Centre	Funding required for printing and distribution.							

Action	Outcome	Indicator	Lead organisation/partners	Identified Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	Jan. To Dec. 2020
Advertise and actively promote activities by City of Sanctuary partners that require volunteer roles		All roles advertised filled.	Cork Volunteer Centre								

## Cork City Council Actions

Action	Outcome	Indicator	Lead organisation/ partners	Identified Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan to Dec.)
Shape your City Use your Vote; Voter information & Registration.	A Voter Awareness Stand promoting voter registration, voting rights and the benefits of voting. Targeting New communities and work places with a high concentration of non-Irish immigrant workers.	Number of events held.  Number of people engaging with the information stand.  Number of new registrations	Cork City Council, Cork Chamber, Cork Business Association, IBEC, UCC, CIT, the Public Participation Network, and Cork Sanctuary City	Accessing non Irish populations.  Lack of information on the policies of the political parties and independents.							

## CORK CITY COUNCIL IN COLLABORATION WITH COMMUNITY GROUPS/ORGANISATIONS/PEOPLE

Action	Outcome	Indicator	Lead organisation/ partners	Identified Challenges	Timeline							
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan to Dec.)	
Chinese New Year Celebration	Successful Event attended by over 200 people	<a href="http://corkchinesenewyear.com/">http://corkchinesenewyear.com/</a>	Hanmi Buddhist Association. Cork City Council. Nano Nagle Place.	Outreach to the Chinese Community needs to be improved								
Africa Day	A week of events to share the cultures of the continent of Africa culminating with Africa Day in Fitzgerald's Park.	Annual Event that has grown in the City in terms of participants and visitors.	Africa Day Voluntary Organising Committee. Irish Aid. Cork City council.	As with all these type of events which grow with their success, volunteers will prove a challenge in terms of the need for more.								

## OTHER ACTIONS FROM VARIOUS COMMUNITY GROUPS AND ORGANISATIONS

Action	Outcome	Indicator	Lead organisation/partners	Identified Challenges	Timeline						
					Q1 July to Sept. 2018	Q2 Oct. to Dec. 2018	Q3 January to March 2019	Q4 April to June 2019	Q5 July to Sept. 2019	Q6 Oct. to Dec. 2019	2020 (Jan to Dec.)
NCP Inter-Cultural Day	Family Fun Event in the Bishop Lucy Park, Cork City Centre.	This is a first time for this event.	NCP. Dept Of Justice. Voluntary Event Management Committee. Cork City Council	As with all first time events it will prove challenging to Voluntary Organising Committee. The close proximity in terms of the timing of this event could be a challenge for it and for Africa Day events?							
To organise the National Diversity Awards	National Diversity Awards delivered	Participation rate, media coverage, and feedback.	Love and Care for People with support Cork City of Sanctuary/Cork City Council								
Enterprise Event for New Communities	Enterprise Event delivered	Participation rate, media coverage, and feedback.	Love and Care for People with the support of City of Sanctuary Movement/Cork City Council								

**Appendix 1: RESOLUTION OF SUPPORT CORK CITY OF SANCTUARY MOVEMENT**



# **Cork City of Sanctuary**

## **RESOLUTION OF SUPPORT**

..... (name of organisation) recognises the contribution of asylum-seekers, refugees and new communities to the City of Cork and is committed to welcoming and including them in our activities. We support Cork City being a recognised 'City of Sanctuary' for refugees, asylum-seekers and new communities.

The specific action/s which our organisation will take to make our activities more inclusive for people seeking sanctuary is/are:

.....  
.....  
.....  
.....  
.....

(See [www.cityofsanctuary.org/suggestions](http://www.cityofsanctuary.org/suggestions) for some ideas)

Signed .....

Position within organisation (This should be a committee member or equivalent)

.....

Date: ..... Email: .....

Organisation address: .....

.....

**Please sign and return to:**

Cork City of Sanctuary Movement, Community and Enterprise Section, Corporate and External Affairs Directorate, Cork City Council, New Civic Offices, Anglesea Street, Cork.

Places of Sanctuary Ireland is a national movement to build a culture of hospitality for people seeking sanctuary in Ireland. Its goal is to create a network of towns and cities throughout Ireland which are proud to be places of safety, and which include people seeking sanctuary fully in the life of their communities.

<https://cork.cityofsanctuary.org/>

*Cork City of Sanctuary is an umbrella organisation promoting welcome and inclusion of refugees, asylum seekers and new communities across all areas of society in Cork City. We welcome groups agreeing with our aims to sign this pledge, but City of Sanctuary Cork is not responsible legally or financially for any activities undertaken by member groups signing this form.*

## Appendix 2: List of Sub-Group leaders and contacts

We are particularly interested in your participation and for you to engage with the development and delivery of the action plan and the development of a long-term integration strategy for the city. If you are interested in participating in any of the sub-groups please contact directly the leader of the sub-group and they will let you know when their next meeting is happening.

This is the Places of Sanctuary Ireland web-site, where you can find some background information:

<http://ireland.cityofsanctuary.org/>

### List of City of Sanctuary Movement Working Group Sub-Groups and their leaders:

**1- Arts and Culture Sub-Group. Leader: Maeve Dineen**

Contact e-mail: [maeve\\_dineen@corkcity.ie](mailto:maeve_dineen@corkcity.ie)

**2- Spaces and Places. Leader: Jacqui O’Riordan**

Contact e-mail: [jacquir@ucc.ie](mailto:jacquir@ucc.ie)

**3- Research Sub-Group. Leader: Maria Minguella**

Contact e-mail: [maria\\_minguella@corkcity.ie](mailto:maria_minguella@corkcity.ie)

**4- Advocacy Sub-Group and Communication/Media Sub-Group.**

Leader: **Mike Fitzgibbon** contact e-mail:

Contact e-mail: [m.fitzgibbon@ucc.ie](mailto:m.fitzgibbon@ucc.ie)

**5- Further and Third Level Education Sub-Group. Leader: Piaras MacEinri**

Contact e-mail: [p.maceinri@ucc.ie](mailto:p.maceinri@ucc.ie)

**6- Primary and Secondary School Education Sub-group. Leader: Don O’Leary**

Contact e-mail: [corklifecentre@gmail.com](mailto:corklifecentre@gmail.com)

**7- Health and Well-Being Sub-Group. Leader: Sorina Gabor**

Contact e-mail: [Sorina.Gabor@hse.ie](mailto:Sorina.Gabor@hse.ie)

**8- Women Sub-Group. Leader: Nura Hagi**

Contact e-mail: [nuralcaynyn01@yahoo.com](mailto:nuralcaynyn01@yahoo.com)

Co-Leader: Susan Long



**9- Children and Youth Sub-Group. Leader: Stephen Henry Kelly**  
Contact e-mail: [StephenHenry.kelly@tusla.ie](mailto:StephenHenry.kelly@tusla.ie)

**10- Research Sub-Group. Leader: Maria Minguella**  
Contact e-mail: [maria\\_minguella@corkcity.ie](mailto:maria_minguella@corkcity.ie)

## Appendix 2: Terms of Reference

### Cork City of Sanctuary Movement

#### Vision and Aims

#### Terms of Reference

##### **Vision:**

The Cork City of Sanctuary (COS) movement is committed to making Cork a place of welcome, support and safety for Refugees, Asylum Seekers and Migrants and persons of migrant origin, where diversity is recognised and celebrated.

The movement will also promote the building of an inclusive and cohesive society. It will action and lobby for the changes necessary to enable and sustain inclusion and equality.

##### **Values / Principles:**

##### **Inclusiveness and Openness**

Cork will welcome and respect people regardless of their place of origin and cultural background.

There will be a commitment to openness of cultures, where sharing of custom and tradition is valued and celebrated.

##### **Diversity**

Cork will respect and appreciate diversity and promote intercultural understanding in our city.

Furthermore, our city will commit to the combating of racism and all forms of discrimination and to supporting intercultural understanding across all communities, sectors and services in the city.

##### **Participation**

Cork will work towards ensuring that all communities are encouraged to lend their voice to, be heard in, and become leaders in decision making processes. Cork will move towards ensuring the participation of newcomers in our public services, community groups and civic society. (In the economic and public life of the city?)

## **Equality of Access, Opportunity and Treatment**

Cork will create opportunities for all our citizens to grow talents, explore their potential and follow their aspirations.

The work of the Cork City of Sanctuary working group and sub-groups is also guided by the [City of Sanctuary Charter 2017](#).

### **Aims:**

- To promote and protect human rights and equality in Cork by promoting a culture of respect for human rights, equality and intercultural understanding.
- To create meaningful opportunities for X grouping to flourish within our city through promotion of the right to work, education and participation in social and cultural life of the city.
- To ensure that local government, public bodies, state agencies, community and voluntary organisations across the city sign a resolution of support for the vision and principles of Cork City of Sanctuary, and actively seeks ways to implement and promote the vision.
- To welcome, publicise and celebrate the contribution made by \*X Grouping\* to the fabric of our city, to Irish culture and society and to challenge hostility, discrimination and lack of understanding about and against them.

### **Membership:**

Is open to all who actively support the inclusion and integration of Refugees, Asylum Seekers and Immigrants to Cork city.

### **Structure:**

The work of the Cork City of Sanctuary movement will be a multi-stakeholder project and will be operated, on a collaborative basis as part of Pure Cork, the Local Economic and Community Plan (LECP) and of the function of the Local Community Development Committee (LCDC).

The following structures will be maintained:

- A long-term 'working group' who will meet on a two monthly basis. This will comprise representatives from multi-sector organisations, from across the city. The working group will oversee the progress of the application and overall execution of the City of Sanctuary work.

Representatives from the following organisations must sit on the Working Group:

- Cork City Council Community and Enterprise Section.
  - City Libraries.
  - Arts Office at Cork City Council.
  - Migrants and Person of Migrant Origin
  - City Libraries
  - Health Service Executive
  - Cork City Partnership
  - Cork City Public Participation Network
  - An Garda Síochána
  - University College Cork
  - Cork Institute of Technology
  - Cork Education and Training Board
  - Further Education Colleges (St. John's College and School of Commerce).
  - Community Education providers: Welcome English Language Centre, etc.
  - Migrant support and advocacy organisations including: NASC, Migrant Center, Together Razem, New Communities Partnership, Karti, Love and Care for All, Think Speak and Do, International Organisation for Migration (IOM)
  - Bridge and other.
  - Elected members.
  - Tusla.
  - Bus Éireann.
  - Other City Initiatives: City of Learning, etc.
  - Irish Rail.
- Sub-groups will undertake project planning and implementation under various headings of a plan of action from July 2018 to September 2019. Topic specific sub-groups may evolve and change over time, according to the needs and challenges arising. In this way, sub-groups are open and fluid. They will identify how to function and develop their own process.  
Sub-groups will strongly link with the Research sub-group on the needs and the content of the research study and also link strongly with the Advocacy sub-group.
  - Sub-group leaders will meet bimonthly or as required to coordinate actions and implementation.
  - Sub-groups will meet twice a year to exchanges progress on the plan of action and development of a long-term integration strategy.
  - The structure of COS is flexible and indeed is required to adapt to the changing needs of the group and the movement. Terms of Reference and structures should be reviewed periodically.

## City of Sanctuary Charter 2017

### ***Purpose of the charter***

This charter describes what City of Sanctuary is and what it does<sup>1</sup>. It will form the first section of our organisational strategy and can also be used as a stand-alone document to build internal cohesion and external profile.

### ***Our vision***

We hold the vision that the UK will be a welcoming place of safety for all and proud to offer sanctuary to people fleeing violence and persecution.

### ***Values***

The organisation and network will be guided and informed by commitment to the following values:-

***Inclusiveness*** – *We welcome and respect people from all backgrounds, place the highest value on diversity and are committed to equality.*

***Openness*** - *We are committed to a culture of working collaboratively within the network and in partnership with others.*

***Participation*** – *Those who support our vision work together with people seeking sanctuary. We value and recognise the contribution of all involved. We aspire to ensure people seeking sanctuary are fully involved in decision making processes and supported to become leaders within the City of Sanctuary organisation and network as well as within the wider movement.*

***Inspiring*** – *We work with enthusiasm and positivity and are determined to surpass what has already been achieved to welcome people seeking sanctuary. We act as a catalyst for change by being open to new and innovative ideas and through sharing knowledge gained with others and working in partnership.*

***Integrity*** – *We aspire to high standards of honesty and behaviour, and always to act in the interests of people seeking sanctuary.*



**City of Sanctuary**

<sup>1</sup>We reserve the right to change, modify or amend this document.



## Definitions

### *The Movement*

A movement is a loose collection of independent groups and individuals united by a common purpose but with no one leader.

City of Sanctuary contributes to building an ever broader social movement to ensure that all people seeking sanctuary within the UK are made welcome in our countries and that the aspirations of the Birmingham Declaration become a reality<sup>2</sup>. The Birmingham Declaration<sup>3</sup> was launched at the first Sanctuary Summit in 2014 and has since been endorsed by more than 320 organisations. The core principles in the Declaration are:

1. All asylum seekers, refugees and migrants should be treated with dignity and respect.
2. A fair and effective process to decide whether people need protection should be in place.
3. No one should be locked up indefinitely.
4. No one should be left sick or destitute in our society.
5. We should welcome the stranger and help them to integrate.

### *The Organisation*

City of Sanctuary UK is an organisation that provides a focus for coordination and development of the network. This contributes to building a wider sanctuary movement. In addition to undertaking City of Sanctuary activities and initiatives at a UK level, the role of the organisation is to ensure that there is good communication across the network, to coordinate decision-making and to help raise the profile of City of Sanctuary overall.

<sup>2</sup>Our network of groups could be regarded as a sub-movement or mini-movement. However we recognise that we are part of a much broader movement that is multi-sector and multi-dimensional. Thus, in this charter we consider it clearer to use the term network for our groups

<sup>3</sup>For full text go to <https://sanctuarysummit2014.wordpress.com/the-birmingham-declaration/>

## *The Network*

Our network includes groups, and others engaged in Streams of Sanctuary work, that are focused on bringing about both local and national social change. Groups, and others engaged in streams of sanctuary work who are aligned with the network principles, have flexibility to develop local, regional and national responses to local, regional and national challenges (e.g. developing Wales as a Nation of Sanctuary). Together such networks affirm and achieve our overarching vision.

## *Network principles*

The City of Sanctuary network is part of a mainstream, grassroots movement working towards achieving the overall vision. Whilst there is flexibility in determining how best to work towards the vision, the following principles apply to all groups, networks and streams operating under the name of City of Sanctuary:-

- ◇ Offer a positive vision of a culture of welcome and hospitality to all;
- ◇ Create opportunities for relationships of friendship and solidarity between local people and those seeking sanctuary;
- ◇ Recognise and encourage partnership working and network development across localities;
- ◇ Identify opportunities for working on common cause issues within and across communities;
- ◇ Celebrate and promote the welcome and contribution of people seeking sanctuary;
- ◇ Engage people seeking sanctuary in decision making processes at all levels and in all activities;
- ◇ Promote understanding of asylum and refugee issues, especially by enabling sanctuary seekers voices to be heard directly.

## *City of Sanctuary Groups*

When a group first registers with City of Sanctuary UK they agree to:-

- ◇ Work towards making their city, town or area into a City, Town, Region or Area of Sanctuary by creating a culture of welcome and hospitality for people seeking safety.
- ◇ Work to connect people seeking sanctuary with other local people and to celebrate their contribution to our communities, towns and cities.
- ◇ Seek to be inclusive in generating a culture of welcome, involving different sectors such as education, local government, health, sports and arts, as well as refugee organisations.
- ◇ Work as an alliance between local people and sanctuary seekers to run the group wherever possible and appropriate.
- ◇ Be prepared to share successes, ideas and learning with other groups and the network.
- ◇ Join in regional events where possible.
- ◇ Avoid bringing the name of City of Sanctuary into disrepute, in particular by not engaging in abusive, racist, discriminatory, exclusionary, offensive or dangerous behaviour.
- ◇ Identify between three and five contacts to enable the City of Sanctuary to keep in touch and keep the team updated when changes to these contact details occur, providing full name, telephone and email details for each contact where possible.



There is no single formula for developing a successful and effective City of Sanctuary group. In general terms groups should work towards undertaking the following actions:-

1. Develop a strategy, agreed by the main supporting organisations, for how the city, town or area is to continue working towards greater inclusion and equality for refugees and people seeking sanctuary, as well as greater public awareness, through a range of initiatives, projects and activities;
2. Gather resolutions of support from a significant and representative proportion of groups and organisations;
3. Encourage supporting organisations (whether formally pledged or not) to turn their commitment into actions;
4. Engage with other groups across the network, in the expectation that such a conversation will lead to a mutually beneficial sharing of good practice;
5. Support and work alongside refugees and people seeking sanctuary in the City of Sanctuary group, including representation on its steering group or committee;
6. Wherever possible sustain engagement with the local authority or other relevant authorities.

Groups may, if they wish, apply to City of Sanctuary UK for sanctuary recognition for their city, town or region by submitting an application for appraisal.

### *Streams of Sanctuary*

A Stream of Sanctuary encourages professionals and practitioners within 'communities of practices or interests' to come together to embed the concepts of welcome, safety and inclusion within their professions, sectors and organisations, together with other interested individuals (including people seeking sanctuary), groups and organisations.

Any individual or organisation working within a Stream of Sanctuary must be committed to the vision and values of City of Sanctuary. The development of new activities, projects and initiatives within a Stream must be aligned with City of Sanctuary network principles. A Stream will also enable the sharing of best practice, resources and ideas. Organisations that fall within a Stream of Sanctuary may wish to apply for a Sanctuary Award (see below) following specific criteria which have been developed by City of Sanctuary UK.



## City of Sanctuary



## *Sanctuary Awards*

Sanctuary Awards are used to recognise exemplary work in this field. These can be organisations which fall within a Stream of Sanctuary, or not.

A Sanctuary Award is given to an organisation that is able to demonstrate commitment to our values and vision of welcome, and that has applied our network principles within the organisation and its projects or activities.

An appraisal committee is nominated to undertake the process either locally, regionally or nationally (depending on the circumstances). At least one person on the committee must be a sanctuary seeker. We encourage groups to actively review awards every three years.

## *Asylum Matters*

City of Sanctuary UK hosts the advocacy and campaigns project, Asylum Matters. Asylum Matters is a project that works in partnership locally, regionally and nationally across the UK to improve the lives of people seeking sanctuary through social and political change. It incorporates and builds on the work of the [Still Human Still Here](#) coalition and the Regional Asylum Activism (RAA) Project. It provides opportunities to increase collective impact. Whilst Asylum Matters is independent in setting its objectives and remit, City of Sanctuary UK is responsible for its delivery and, through the project, demonstrates its commitment to movement building.

The mandate of the project is to drive forward and secure the eight goals identified at the Sanctuary Summit in November 2014, which were endorsed by more than 320 organisations as part of the Birmingham Declaration.

The project works very closely with the City of Sanctuary network, as well as working across the UK on a collaborative basis. Through engagement with Asylum Matters staff, City of Sanctuary groups can access additional opportunities to engage in advocacy activities. The kinds of initiatives groups can take part in vary depending on the influencing opportunity and can include things like collecting case studies and evidence to inform policy-making, lobbying MP's, AM's and local councillors on our issues, or supporting people seeking sanctuary to ensure their voices are heard on a range of public platforms.



## ***City of Sanctuary UK***

### ***Mission***

City of Sanctuary UK's mission is to support the network of groups and Streams of Sanctuary and to contribute towards building a sanctuary movement. In practical terms, we work to build a culture of welcome, hospitality and inclusiveness right across every sphere and sector of society, so that wherever people seeking sanctuary go they will feel safe, find people who welcome them and understand why they are here, and have opportunities to be included in all activities.

### ***Organisational aims***

- To support the creation of a culture of welcome and inclusion across every sphere and sector of society to ensure that wherever sanctuary seekers go they will find places of safety
- To promote the voices and celebrate the contributions of people seeking sanctuary across every sphere and sector of society
- To increase understanding of why people seek sanctuary and the difficulties they experience whilst living in the UK
- To express the collective voice of the network, advocating for and alongside sanctuary seekers

#### **APPENDIX 4: Names of people involved in Sub-Groups**

- Maeve Dineen
- Abdul and Nadia
- Ann Luttrell, Triskel Arts Centre
- Paul Sherlock – Cope Foundation
- Tadhg Crowley – Glucksman Gallery
- Kerry Fermoye Cork City Partnership
- Mella Magee - partnershipcork.ie
- Joanna Dukkipati-McCarthy Think, Speak, Do
- Abdelmoumin Djidel – Co Leader Cork City of Sanctuary Culture sub group
- Maeve Dineen , Arts Office Cork City Council - Co Leader of Cork City of Sanctuary Culture sub group
- George Hanover - BEAG Early Years Arts
- Dan Boyle
- Sudan Cork
- Breda Hassett Cork City Libraries
- Nural Caynayn Leaders of Cork City of Sanctuary Women’s sub group
- Eoin Nash - Cope Foundation
- Paul Casey O’Bhéal
- Margaret O’Sullivan ; Music Generation Cork City
- Mike McGrath-Bryan;
- Nadia Moussed – Co leader of City of Sanctuary Sub Group
- Gerogia Hopkins crscork
- Susanna Trifiletti Clowns Without Borders
- Evelyn Adoga
- Georgia Hopkins
- Kath Gorman Cork Midsummer Festival
- Miguel Amado Cork Printmakers
- Martha Cashman; artist
- Diviane Helena – Arts Practitioner
- Naomi Masheti Cork Migrant Centre
- Abdiaziz Mussa
- Amabo Cecilia Bicol
- Ann Bracken
- David Odo
- Deborah Odeworitse Oniah
- Don O’Leary
- Faith Odubela
- Jacqui O’Riordan
- Jaiza Guedes
- Joanna Dukkipati
- Juweriya Kassim
- Jvan Hamo
- Maria Bateson

- Maria Minguella
- Martha Halbert
- Mike Fitzgibbon
- Norbert Nkengurutes
- Omar Faruk
- Piaras Mac Éinri
- Roos Demol
- Roseli Castro
- Ruth O'Mahony
- Susan McCarthy
- Syed Mosih Uddin
- Vera Stojanovic
- Paula Mc Carthy (St.John's College)
- Ann Bracken (Welcome English)
- Kevin Mascarenhas (Presentation Brothers).
- Juweriya Quassim (Community Representative).
- Deirdre Creedon (CIT).
- Piaras Mac Éinrí (UCC).
- Maria Minguella (Social Inclusion Unit, Cork City Council).
- Nura Hagi (UCC and Community Representative).
- Phil Heffernan (ETB)
- Karl Kitching (UCC)
- Angela Murphy (Welcome English)
- Sarah Radwan
- Orior Danjac
- Fahmed Anaheed
- Miriam Idar
- Angela Flynn
- Rosemary Meade
- Jennifer DeWan
- Sorina Gabor
- Together Razem
- Sarah Robinson
- Mayasa Aladi
- Marie O'Neill
- Ewa Ikwanty
- Naomi Masheti
- Susan Long