

2022 CULTUR MIGRANTS CENTRE

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# ANNUAL REPORT

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**Main Office:** Ground Floor, St.  
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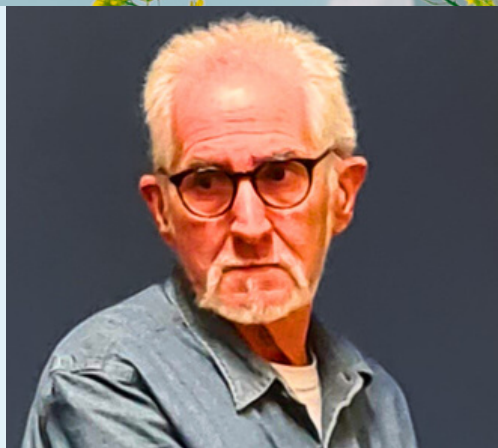


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# A WORD FROM THE CHAIRMAN



The board met 10 times over the past year, through a mix of hybrid meetings and through Zoom, thankfully we are getting back to normal with our meetings taking place in person.

Our sub committees got very fragmented during the past year, this was down to a number of reasons, including a number of resignations from the board; this issue has been addressed with the formation of the following; HR, Finance, Governance, and Fundraising Sub Committees, this was only possible with a number of new people joining the board.

## **Annual Report 2022.**

The 2022 annual report is now before the AGM for endorsement, after completion by the Auditors, Farrelly and Scully.

## **Staffing.**

We are currently operating with a mix of full time Staff and an amazing group of Volunteers, and Community Employment (CE) workers, who are supporting our work on various projects, including Tutors who assist us on individual projects.

On behalf of the Board I would like to welcome Archibald Mathibela, to Cultur as a member of staff, the word on the ground is that he has hit the ground running since walking through our doors.

## **Events.**

Cultur hosted a number of very successful Multicultural events during the year both in person and on line.

## **Funding.**

We are still receiving funding for our projects from the Department of Justice, the European Social Fund, Meath County Council, St Stephen, Green Trust, St. Columbans, Community Foundation of Ireland; Rethink Ireland, CYPs funds, and Facebook.

## **In conclusion.**

I want to express my thanks to my fellow board members. It has been my privilege to be chairperson working alongside other board members, including those who were with us during 2022, but resigned for personal reasons. As Chair I welcome our new board members who recently joined us.

I am very concerned in regard to the many hate crimes; and racist attacks taking place throughout the country. Racism is on the increase across Europe and Ireland is no exception, at a political level there is evidence of prominence of the far right parties within the European Union, Ireland does not have a history in this regard, however we are not immune, with the far right making their presence a reality in the country.

This makes an organisation like Cultur relevant in society, hopefully we can address the challenge going forward, working with others to support and strengthen practices reporting and responding to racist incidents, and hate crimes.

Finally I want on behalf of the board to thank Tinu and her staff, and volunteers for all their work, we are blessed to have them.

**Anton McCabe**  
**Chairman**

# Company Information

## Board of Directors:

**Programme Manager:** Tinu Achioya

**Chairperson:** Anton McCabe

Yemi Adenuga

Evans Shirihuru

Aoife Masterson

Marian Curry

Pamela Kpaduwa

Peter O'Reilly

John O'Dowd

Colletta Daliken

**Registered Office Address:** Cultúr Migrant Centre, 1st Floor, St Anne's Resource Centre (grounds of St. Mary's Church) Railway Street, Navan, Co. Meath, Ireland C15 WOYX

**Louth Office:** Cultur Migrant Centre Louth Office  
Dee Hub, Market street, Cappocksgreen, Ardee, Co. Louth,  
A92 Y590

**Tax Compliance Number:** 9644811K

**Company Registration Number:** 418507

**Registered Charity Number:** 20066369

**Company Status:** Company Limited by Guarantee not having a Share Capital with Charity Status





# WHO WE ARE

## WHO WE ARE

Cultúr Migrant Centre is a regional community organisation working with migrants, asylum seekers and refugees, focusing on the promotion of equal rights and improving the empowerment, participation and self determination of ethnic minorities.

Cultúr uses a community work-based approach to achieve social change through addressing the root causes of inequality and injustice.



### MISSION

To promote the empowerment, participation, self-determination and rights of ethnic minorities who experience or are at risk of poverty, social exclusion and racism.



### VISION

An equal and intercultural community where ethnic minorities and their families are included and respected.

## VALUES

We believe that by working together in solidarity with ethnic minorities and others we can achieve real social change

## OUR VALUES



A commitment to working towards an anti racist and **intercultural society**.



A focus on an **equality framework** which is anti-racist, anti-sexist, with a class analysis and promotes the social inclusion of ethnic minorities.



An emphasis on a **community work approach** to our work.



A commitment to the **empowerment and participation** of ethnic minorities.



A capacity and willingness to **working in solidarity** with others seeking to promote the rights of ethnic minorities through a shared vision and ethos.





# OUR STRATEGIC GOALS 2020-2024

Cultúr's work is organised around **five strategic goals** under our 2020-2024 strategic plan. These were designed through consultation with our board and staff, a review of our work and the findings and themes emerging from reports on ethnic minorities.

## ABOUT US



### Goal 1: Dialogue

To encourage dialogue between migrants and host communities on issues of diversity and integration to support inclusion.



### Goal 2: Agency

To ensure that ethnic minority members can exercise their human rights.



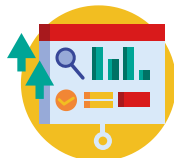
### Goal 3: Empowerment

To develop ethnic minority leaders and agents of social change and to do this through a Community Work approach.



### Goal 4: Better policies

To ensure government policies support the full and equal participation of ethnic minorities. We do this by promoting policy change through advocacy work.



### Goal 5: Organisational Development

To ensure Cultúr continues as a community resource, that can achieve its aim and is accountable to all its stakeholders.



# THE CULTÚR FAMILY

Cultúr Migrant Centre is staffed by 3 full-time staff, 5 part-time staff, 2 CE workers, 1 TUS and 57 volunteers.



Tinu Achioya - Programme Manager



Reuben Hambakachere- Equality Diversity & Inclusion Officer



Joanna Fitzsimons- Project Worker



Joanna Cibor - Office Administrator



Deirdre Dowling - Job Coach



Shola Yahya - Support Worker



Ludmila Smucere - Office Administrator



Angel Marroquin - Community Development Worker



Jeroen Smedts- Volunteer Research Officer



Archibald Mathibela - Volunteer Communications Officer



Keire Murphy - Volunteer Policy Officer



Ronan McGowan- Finance officer



Noel Bannon - Volunteer Communications Officer

# Governance

Cultúr Migrant Centre is a registered charity managed and governed by a Board of Directors. Our work is informed by our **Strategic Plan 2020 - 2024**, of which our Directors oversee the governance and the strategic direction of the organisation.

The Board meets on a regular basis to review and oversee the implementation of the organisation's strategic plan. In 2021, the Board met 7 times. It held its Annual General Meeting (AGM) in July 2021. Our annual report and accounts were submitted to the charity's regulator for 2020 in 2021 in line with our obligations as a registered charity.

The Project Manager is responsible for the day to day management of the organisation. The Project Manager oversees the staff, volunteers, projects and the implementation of the strategic plan in the form of annual work plans approved by the Board which are in line with our internal policies and procedures. All internal policies and procedures are under the direction of the Board of Management.

There are currently ten Board Members; **John O'Dowd; Berny McMahon; Yemi Adenuga; Anton McCabe; Evans Shirihuru; Aoife Masterson; Mary Coffey; Marian Curry; Pamela Kpaduwa; Anna Mielnik.**

**The Board operates four separate sub-groups, which supports it to carry out its governance functions:**



## Finance

Oversees the financial management of the organisation



## HR & Internal Policy

Deals with HR and staffing matters and internal policies



## Governance

Oversees compliance with legislation and codes. Oversees governance codes



## Fundraising

Continues to dedicate time to future sustainability and growth of organisation through modest fundraising in 2021 to support our work.



# 2022 HIGHLIGHTS



## NATIONALITIES

Ukraine, Brazil, Nigeria, Togo, Afghanistan, Latvia, Poland, Lithuania, El Salvador, Georgia, Albania, Philippines, Congo, Netherlands, Syria, Malawi, Chilli, Syria, Afghanistan, Peru, Bolivia, Moldova, Morocco, Sierra Leone, Algeria, Angola, Russia, Romania, Albania, Venezuela, South Africa, Kosovo, Ethiopia, Cameroon, Croatia, Egypt, Yemen, China, Thailand, India, Greece, Sudan, Pakistan, Spain, German, Botswana, France



**NATIONALITIES ENGAGED**

**LUNAR NEW  
YEAR** 155

**896**

**CDP LOUTH**

**CDP MEATH**

**752**



**267**

**AFRICA DAY EVENT**

**221**



**IPS**  
**549**

**DROP INS**

**363**



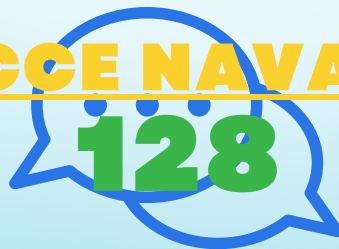
**AMIF**  
**193**



**CASES**  
**204**

**CCE NAVAN**

**128**



**TOTAL ENGAGED**

**3 727**

**IRELAND FOR UKRAINE**

**64**





A photograph of a formal dinner event, likely a gala or charity dinner, with a large teal circle overlaying the center. The background shows a woman in a black dress seated at a table with white lace tablecloth and glassware. In the foreground, a woman in a blue skirt is walking, and another woman in a gold sequined dress is seated in a white chair. The ceiling is ornate with white moldings.

# ACTIVITY REPORT 2022

*A look at our achievements in 2022*

# **GOAL 1**

**TO ENCOURAGE  
DIALOGUE BETWEEN  
MIGRANTS AND HOST  
COMMUNITIES ON  
ISSUES OF DIVERSITY  
AND INTEGRATION TO  
SUPPORT INCLUSION.**

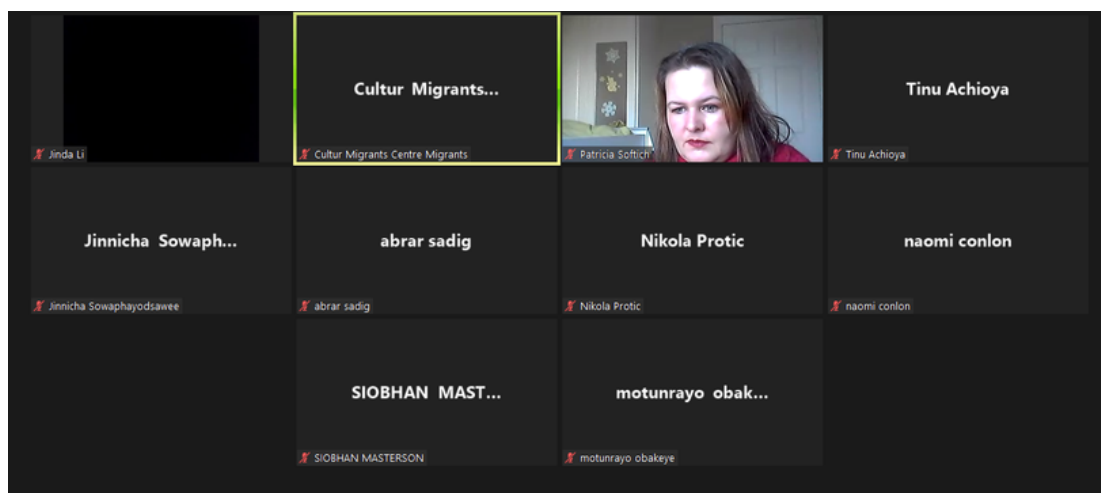


## INTERCULTURAL EVENTS

Under our strategic goal to improve dialogue, we run intercultural events that bring together members of the host community with new Irish communities, and raise cultural awareness. In 2022 these included:

- Lunar New Year (9 February)
- International Women's Day (11 March)
- Antiracism Day (25 March)
- 5K run & walk (23 April)
- Africa Day (25 May)
- Ukraine Independence Day (24 August)
- Women's Dinner (25 November)
- International Human Rights Day (9 December)

### LUNAR NEW YEAR (9 FEBRUARY)



On the 9th of February Cultúr hosted an online celebration for the Lunar New Year to highlight and raise awareness about traditional Asian culture while celebrating the New Year with the local community.

The Asian Group in Navan took the lead in educating Irish people about the Lunar New Year and shone a light on the aspects of their culture they want to be celebrated.

The event, which featured guest speakers from the local Asian community also included music from the center for Thai language and culture, Switzerland, and the Thai Bodensee temple association from Germany.

## INTERNATIONAL WOMEN'S DAY (11 MARCH)

On 11 March, Cultúr celebrated International Women's Day with an online event. IWD's theme for 2022 was #BreakThe Bias. Cultúr's online event provided a forum for attendees to create awareness of gender bias, address it, challenge it, and overcome it. We recognise that minority ethnic women often suffer the double burden of racist and gender-based discrimination.

Our event featured inspirational women speakers from the worlds of education, business, career development, and women's rights activism. We also had interactive quizzes, Q & A sessions, and poetry recital.

## ANTIRACISM DAY (25 MARCH)

Cultúr Migrants Centre hosted their annual *Anti-Racism Day* Event on Friday 25th March at the St. Anne's Parish Room to promote inclusion in line with the *UN World Day for the Elimination of Racial Discrimination* and the *European Week Against Racism*.

The event themed #ShowYourHeart - was a call to the community to wear their heart on their sleeves to help organisations like Cultúr to combat racism.

On the day, Cultúr also launched the *Practical Approaches to Racism Tool Kit*. A resource for schools and the community to raise awareness on racism and promote inclusivity in our local schools and wider society.

The event provided opportunities and resources to celebrate diversity and promote positive local community relationships in Co Meath and the surrounding areas.

It featured guest speakers from a migrant background, information stands, and a variety of activities.





## 5K RUN AND WALK (23 APRIL)



## AFRICA DAY (25 MAY)



Cultúr Migrant Centre, in partnership with Meath County Council, Meath PPN, Meath Volunteer Centre and local volunteers hosted *Meath Africa Day* on 21 May at the Claremont Stadium.

The annual event is held to celebrate, and showcase the diversity of African Culture through multi-cultural exhibitions, African fashion displays, music and dance performances.

The overall objective of the event was to promote a positive image of Africa, highlighting Ireland's priorities in Africa, and to build bridges between the Irish and the African community in County Meath and surrounding areas.



## **UKRAINE INDEPENDENCE DAY (24 AUGUST)**



The Ukrainian Community living in Navan, with the support of Cultúr Migrant Centre, organised an event to mark Ukrainian Independence Day. The event aimed to share the Culture of Ukraine and thank the Irish community and volunteers supporting Ukrainian families. More than 250 people attended the event. Members of service providers attended the event such as Garda Síochána, local Public Participation Network (PPN) and Meath Partnership.

## **WOMEN'S DINNER (25 NOVEMBER)**



Cultúr Migrant Centre hosted a women's dinner on 25 November for ladies in county Meath. The dinner themed 'Inspire Women', was attended by 100 guests. The event was coordinated by the Cultúr women's group, a female empowerment collective of more than 19 nationalities that aims to empower more women to be innovative producers, owners, managers, executives, and industry leaders. The aim of the event was to amplify women's agency in their own lives and to make them feel that they could live their dreams.

# **GOAL 2**

**TO ENSURE THAT  
ETHNIC MINORITY  
MEMBERS CAN  
EXERCISE THEIR  
HUMAN RIGHTS  
(AGENCY)**

# GOAL 2: AGENCY

## 2.1 LANGUAGE EDUCATION

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Throughout 2022, we continued to provide non-accredited English classes for those with elementary and intermediate English; and accredited English classes that include Cambridge exam preparation and guidance.

### Conversational English classes

- Conversational English classes bring together migrants and older volunteers, who welcome new migrants through the classes
- The classes break down barriers that migrants and communities face by extending the hands of friendship and goodwill in a practical, welcoming, and inclusive manner. The programme provides more than the transfer of skills and knowledge it makes a positive difference to everyone involved.
- Classes are held twice a week
- 156 students and 14 volunteers were engaged through the project in 2022, representing 25 nationalities

### English for Work

- The aim of our 'English for Work' classes are to increase the employability and improve the English language skills of migrants. These classes also include preparation for the general Cambridge English exams and the Cambridge Business English exams.



# GOAL 2: AGENCY

## 2.2 EMPLOYABILITY

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### CAREER KICKSTART PROGRAMME

One of the most crucial aspects of agency and the meaningful exercise of human rights is dignified work, which offers independence, integration, and empowerment. Migrants are often disadvantaged in the labour market, so Cultúr works on multiple aspects of employability to combat this. This work includes:

- Jobs fairs
- Skills workshops
- Career support sessions
- Employment support workshops

The Career Kickstart programme, which ran 2021-2022 provided targeted employment supports to persons in the International Protection System who have obtained the right to work in Ireland. This enabled them to acquire the required knowledge and skills to access employment, further education and training supports leading to increased levels of employability of the participants. There were 274 participants in the programme (of whom 198 were unemployed on commencing the programme).

The project worked on digital skills, English language, CV support, 1:1 job clinic & mentoring.

It also focused on building the resilience required to succeed in the labour market during and post COVID 19 restrictions and delivered vocational bridging courses bringing participants to meaningful long-term employment and job security. Throughout the project we collaborated with a number of agencies, stakeholders, minority groups and all DP centres in the Northeast Region.

## GOAL 2: AGENCY

## LANGUAGE TRAINING FOR EMPLOYMENT

In 2022 we continued to provide preparation for accredited English language exams, which can be crucial for supporting migrant groups in accessing employment.

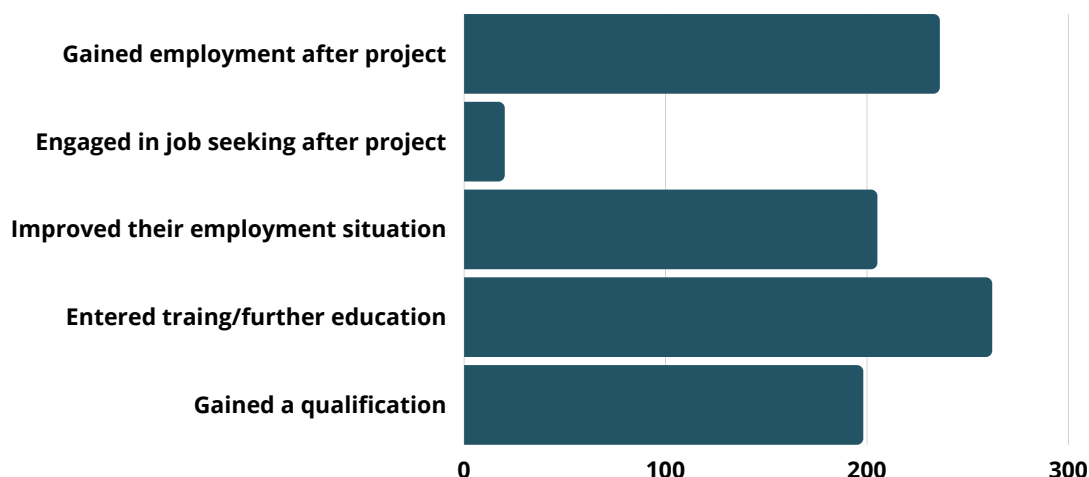
These classes were often provided in addition to personalised employability supports, and the results for those who engaged in the classes are outlined below.

618

Prepared 618 participants for Cambridge exams held in IH Dublin

95%

Passed their final Cambridge English course examination



## JOBS FAIR

Cultur Migrants Centre hosted a Jobs Fair, in partnership with Louth Local Development on 16 November. The annual event was headlined by **24 local corporate employers and 11 agencies** as well as education and social welfare information groups.

Over **180 job seekers** attended the event and many left with job offers, revamped CVs and interview skills, and a better understanding of local opportunities.

The program also featured human resource experts who took job seekers through a **CV preparation clinic** as part of a series of 2 workshops on gaining successful **interview skills**.

# GOAL 2: AGENCY



*"It was a great event where a lot of people expressed their eagerness to work with us. The Jobs Fair is a great place to pick up people who are genuinely looking for work and we got many CVs from jobseekers". - Sheila O'Connell (Corporate Representative)*



## VIDEO CREATION AND EDITING WORKSHOPS

20 people completed 6 weekly workshops to acquire new skills, share their learning in a group, improve their English communication, and support their integration. The project was effective in providing:

- A progression route to further education
- Enhanced self-esteem, confidence, social skills and personal development for participants
- Improved English language skills and ability to communicate
- Providing a safe space for networking, sharing skills, knowledge and building capacity
- Keeping people connected and active: way to tackle loneliness and isolation
- Understanding cultural difference

## GOAL 2: AGENCY

## CAREER KICKSTART PROGRAMME (CONT'D)

Key activities included:

- 6 online accredited Cambridge English courses and Cambridge Business English courses
  - 111 participants, of whom 68% completed the course and passed the exam
- 11 employment support workshops
  - 107 participants online and in-person
- 123 one-to-one career support sessions with a job coach
- 24 vocational courses
  - 126 participants online and in-person
- 2 job fairs, with 343 attendees

## 2.3 HUMAN RIGHTS ADVOCACY

In 2022, we continued to raise awareness of and advocate for human rights with trainings and workshops.

### HUMAN RIGHTS & ANTI-RACISM COMMUNITY LEADER TRAINING

We were delighted to team up with the Irish Human Rights and Equality Commission to deliver accredited QQI Level 6 training to 13 migrant community group leaders and assist them to gain a qualification to become a skilled facilitator with the aim of delivering their own Human Rights and Anti-Racism workshops to their local communities to inspire others to become agents of change. A number of these participants later went on to co-host our Human Rights Day event in December.

**CULTUR MIGRANT CENTRE**

**ARE YOU A MIGRANT INTERESTED IN HUMAN RIGHTS?**

TAKE PART IN QQI LEVEL 6 TRAINING ON HUMAN RIGHTS AND ANTI RACISM TO DELIVER WORKSHOPS IN YOUR COMMUNITY

FOR MORE INFORMATION CONTACT SHOLA  
INFO@CULTUR.IE OR 0892487364/0469093120

Comisiún na hÉireann um Chosaint na Duine agus Comhionannas Irish Human Rights and Equality Commission

This project is supported under the Irish Human Rights and Equality Commission Grant Scheme



## INTERNATIONAL HUMAN RIGHTS DAY (9 DECEMBER)

This year, our Human Rights Day event took place in Navan under the theme #StandUp4HumanRights. The event was centered around storytelling, sharing lived experiences, and setting the agenda for the most vulnerable groups to remain vigilant about their right to live in dignity wherever they find themselves as human beings.

Cultúr Community Worker, Angel Marroquin gave a speech highlighting our collective role in ensuring a plural society and mainstreaming the voices of our most underrepresented groups.

Leading up to the event, and on the day, we worked in partnership with both the Irish Human Rights and

Equality Commission and our 11 newly-trained human rights advocates who worked together to create this interactive and engaging event. These Human Rights advocates took part in a QQI Level 6 training on human rights, social justice, and anti-racism with the end goal of delivering workshops to their local community to inspire others to become multipliers of change. The event comprised 10 presenters and 1 guest speaker. The presenters spoke about human rights and human rights violations, while the guest speaker spoke about migrants and the labour market gap in Ireland.



## GOAL 2: AGENCY

## 2.4 WORK WITH INTERNATIONAL PROTECTION APPLICANTS & REFUGEES

A key part of Cultúr's work is improving the agency of those living in Direct Provision or those trying to leave Direct Provision, as well as other refugees. We continued to conduct crucial work in this area in 2022, including:

- 37 families supported with housing and social welfare issues
- 1 families supported to move out of DP
- 40 families assisted in completing the necessary forms (56 people)
- 22 landlords called on behalf of applicants
- 2 people accompanied to house viewings
- 9 Liaise with landlords/ Meath Council/ Community Welfare Officer.
- 4 families supported to apply for citizenship
- 169 people signposted to Education and training program
- 121 availed of employment supports

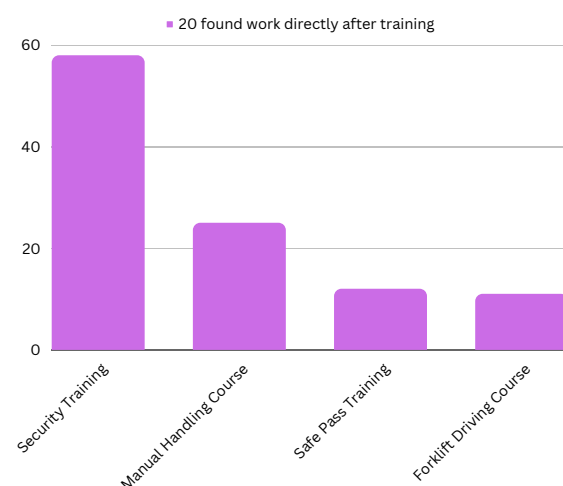
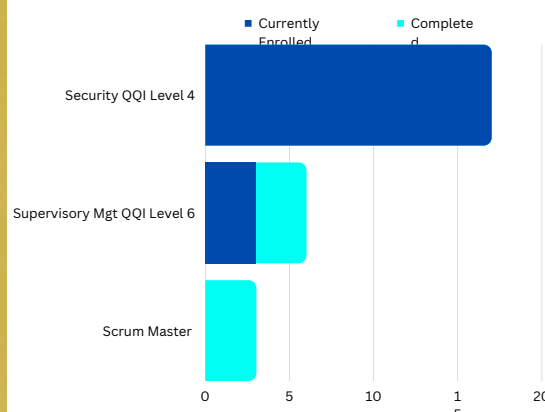
## 2.5 WORK WITH UKRAINIAN BENEFICIARIES OF TEMPORARY PROTECTION

169 Participants engaged  
*\*Ongoing waiting list*

106 Participants completed accredited vocational bridging courses

26 Participants in identified professional courses

106 Participants completed accredited vocational bridging courses





# Upskilling Project



The Upskilling Project is proud to have delivered vocational skills courses to 169 migrants and refugees in Meath in 2022. Our mission is to empower individuals from all backgrounds to succeed and thrive in their communities, and we are honored to have the support of Rethink Ireland in this important work. Through our programs, we aim to provide practical skills, resources, and opportunities for career growth, while fostering a sense of belonging and community among our participants. We believe that every person deserves a chance to achieve their full potential, and we are committed to helping make that a reality for migrants and refugees in Meath and beyond



## CULTUR UPSKILLING PROJECT - ENGAGE & EDUCATE 2022 IMPACT REPORT

26

Participants in identified  
professional courses

106

Participants completed  
accredited vocational  
bridging courses

169

Participants engaged

*\*Ongoing waiting list*

155

Assessed by project  
team before progressing



Rialtas na hÉireann  
Government of Ireland

RETHINK  
IRELAND

Our  
Social  
Innovation  
Fund

RETHINK  
IRELAND

ENGAGE & EDUCATE FUND  
AWARDEE 2021-2024



# GOAL 3

TO DEVELOP ETHNIC  
MINORITY LEADERS  
AND AGENTS OF  
SOCIAL CHANGE AND  
TO DO THIS THROUGH  
A COMMUNITY WORK  
APPROACH  
(EMPOWERMENT)



## GOAL 3: EMPOWERMENT

## ACHIEVEMENTS AT A GLANCE

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- 20 Participatory Consultations Process held to September 2022
- 4 Capacity Building Programme to promote engagement and participation of migrant led-organisations
- 40 migrant leaders participated in this programme.
- 2 Thematic group meetings were held to address issues identified with migrant communities.
- 66 Irish volunteers engaged with CDP Project
- 10 migrant-led groups supported to become formal groups.
- 2 Migrant Networks were established (Louth and Meath)
- 4 Collective responses developed.
- 2 Community campaigns were organised to raise awareness and solidarity with Refugees.
- 2 Campaigns held with Navan Traveller Workshop.
- 1 member of the migrant community on relevant fora in Meath.
- 12 migrant-led organisations supported and took part in Interagency meetings in Meath and Louth.

### 3.1 SOCIAL CONNECTION AND INCLUSION PROJECT

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This project aims to increase the capacity of asylum seekers, refugees and other migrants in accessing employment opportunities, training and education with the overall objective of enhancing their empowerment by focusing on developing key skills, as well as working with local community leaders and service providers to reduce structural barriers and discrimination.

In 2022:

- Increased the capacity of 23 migrant leaders to engage the local community and actively participate in civic activities and local community forums.
- 42 people attended anti racism and cultural competence training including probation An Garda Síochána, foster parent agencies, Meath Library frontline staff and local community centers.

## GOAL 3: EMPOWERMENT

## 3.2 DEVELOPMENT AND COORDINATION OF MIGRANT GROUPS AND FORA

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Throughout 2022, we continued building the capacity of migrant leaders and creating the condition for them to dialogue with members of the local service providers.

### MEATH MIGRANT FORUM

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We continued to facilitate the Migrant Forum throughout 2022. The Forum creates channels of participation by which members can enjoy open dialogue, exchange information, discuss matters affecting their community and influence policy and change by forming a collective analysis of their experiences and taking direct action.

The forum met 3 times in 2022, with approximately 26 participants.

### NAVAN WOMEN'S GROUP

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We continued to facilitate and grow the Navan Women's Group despite additional lockdowns and restrictions in 2022. The aim of the Group serves as an opportunity for women from a variety of ethnic and cultural backgrounds to build self-confidence and develop friendships while chatting over a cup of coffee and sharing aspects of their cultures, in a friendly and diverse space. Another key aim is to support personal development and capacity-building. Multiple activities were carried out in 2022, including including personal care and wellbeing workshops, arts and crafts, knitting & embroidery, music & dance, cultural discussions and much more.

### PEER TO PEER: COMMUNITY HUMAN RIGHTS PLATFORM

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In 2022, we set up the community human rights platform to create awareness among migrants of their status as rights holders and build collective capacity, voice and solidarity on equality, workplace rights, access to services, participation and discrimination in local communities.

The group met 7 times in 2022, with 15 participants in total.  
 10 Barriers to accessing services were identified.  
 28 Key recommendations to address these barriers.  
 One presentation to Service Providers in Meath.

## GOAL 3: EMPOWERMENT

**MIGRANT COMMUNITY DEVELOPMENT PROJECT**

The Migrant Community Development Project seeks to challenge social exclusion, discrimination and inequality experienced by ethnic minorities, migrants and refugees through promoting empowerment, participation and organisation.

The project builds the capacity of migrant and ethnic leaders and their organisations and develops skills and networks to address barriers to participation and local integration.

The project works in partnership with mainstream service providers, community organisations and local agencies.

The project is based in Louth and Meath and - during the year 2022 - engaged with more than 2000 migrants and refugees and more than 13 Service Providers. Some of the main activities of the project include the organisation of culturally sensitive workshops to respond to specific issues affecting migrants, conversational English classes delivered with the support of volunteer tutors from the local communities, capacity-building workshops, the organisation of Women's Groups and events to raise awareness about racism.





# Migrant Network Community Development Project Louth and Meath

In late 2021, we launched our new project which aims to raise awareness of, and challenge stark gaps in existing provisions and social exclusion and inequality experienced by local migrant communities and vulnerable groups to proactively create opportunities to address the intersecting issues of poverty, racism and isolation.

A key area of focus of this project is to simultaneously enhance the participation, resilience and empowerment of these groups, while also developing and strengthening their capacity to develop partnerships to engage and work in collaboration with key decision-makers and NGOs in the community. In order to implement this project and contribute to the objectives of the Community Development Programme, we have opened a new office in Co. Louth.

## OBJECTIVES



**Engage and build the capacity of migrants & ethnic-led organisations**



**Develop local network partnerships with ethnic minorities & local agencies**



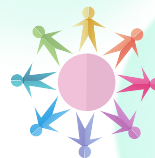
**Promote Participation and Challenge Racism**



**Develop culturally responsive approaches to supporting migrant communities**



**Work in solidarity with ethnic minority groups**



**Empower individuals and groups**



**Rialtas na hÉireann**  
Government of Ireland



## GOAL 3: EMPOWERMENT

## INTERAGENCY MEETINGS IN LOUTH AND MEATH

The Interagency meeting aims to promote collaboration between service providers, ethnic minority leaders, and local communities to increase participation, develop networking opportunities and establish working relationships at the local level.

Cultúr Migrant Centre coordinated two meetings in Louth and Meath.





# LOUTH INTERAGENCY MEETING



**CULTÚR** hosted the first interagency meeting of the Community Development project and Migrant Network in County Louth on 28 November, which was attended by 36 people including 21 community leaders and state agency representatives.

The Program Manager, Tinu Achioya then presented on the work of Cultúr's work and the Migrant Community Development Project in Louth (based in Ardee and Dundalk) and funded by the Department of Rural and Community Development.

Raising the collective consciousness of the attendees, Rueben Hamabakachere, introduced the Community Development Approach and how interested parties can work in collaboration.

The main topic of discussion was how stakeholders could support ethnic-led groups and service provider representatives shared information about the support available to migrant-led organizations.

The agenda of the next meeting scheduled for Monday, 16th of January 2023, is to start exploring ways of working together and achieving common goals.





# PROJECT FUNDING

**Cultur among three recipients of a €250,000 grant from Meta for digital skills support across Meath.**



***Insert L- R : Ludmila Smucere, Tinu Achioya, Minister Helen McEntee, Joanna Fitzsimons, Reuben Hambakachere***

Cultur Migrants Centre, Louth and Meath Education and Training Board (LMETB), and Youth Work Ireland Meath were part of the awardees of the €250,000 grant from Meta to support digital skills across the county.

The grant will support the organisation to deliver programmes including: online skills & cyber safety workshops for seniors in Community Education, devices and learning programmes to support mothers with young children in Mosney Village, skills refresh and English language programmes for migrants, and digital engagement programmes to increase young people's confidence in coding with Raspberry Pi.

Meta's Data Centre in Clonee has been part of the Meath community since 2016 when they broke ground on the data centre. Minister for Justice and Meath East TD Helen McEntee was in attendance to support the launch of the digital skills investment in Meath and received a tour of Meta's Clonee Data Centre.





# NEW STAFF MEMBERS

We are delighted to welcome our new Volunteers Tutors in Louth and Meath and Staff Members to the Cultúr family



**Keira Murphy**

Volunteer Policy & Research Officer



**Ludmila Smucére**

Ludmila Smucére joined Cultúr on a 1.5 day weekly basis under the Ireland for Ukraine Fund from October.



**Archie Mathibela**

Archie Mathibela joined Cultúr in October as a Volunteer Communications Intern



**Noel Bannon**

We are delighted to welcome Noel Bannon who joins the Cultúr family as a Communications Support Worker.



**Angel Marroquin**

We would like to welcome Angel Marroquin, to the Cultúr family. Angel joined in January as a community worker based at our new Ardee office in Dee Hub on the main street in Louth every Thursday and at the Navan office for the rest of the week.



**Jeroen Smedts**

Volunteer Policy & Research Officer





# EVENT PARTICIPANTS IN NUMBERS

While the year brought many unique challenges, Cultúr Migrants Centre continued stronger than ever - reaching new communities and catering to an unprecedented number of other nationalities.

## EVENT REACH

**200 +**

23 March 2022  
Cultúr Job Fair,  
Newgrange Hotel

**180 +**

16 November, 2022  
Cultúr Job Fair  
Fairways Hotel, Dundalk

**31**

28 November 2022  
Interagency meeting for Service  
Providers & Ethnic group reps,  
Crown Plaza Hotel

**215 +**  
21 March, 2022  
Africa Day Event at Claremont  
Stadium

**80 +**

23 August, 2022  
Ukraine Independence Day  
Navan

**100**

25 November, 2022  
Inspire Women Gala event  
Tickets sold

**50**

30 August, 2022  
Ukraine Independence day co-  
organised with Ukrainian  
community, Ardee

**25**

23 March, 2022  
Cultúr Job Fair  
Recruitment Agencies/Training  
Providers Newgrange Hotel

**82**

7 October, 2022  
Working in Ireland Workshop

**52**

11 March, 2022  
Online International  
Women's Day event

**20**

27 July, 2022  
Meath Vibrant Community  
workshop in partnership with  
Dumbworld Creative



**Civic Forum**

An Roinn Gnóthaí Eachtracha agus Trádála  
Department of Foreign Affairs and Trade

21 November, 2022  
Cultúr invited to Ireland's first National  
Civic Forum with Taoiseach and  
Minister Joe O'Brien



15 September, 2022  
Panellist at the Dignity: Towards A More  
Equitable Future event by Rethink Ireland  
and US embassy, Dublin



County Measure radio programme on RTÉ  
Radio 1 visited our Dundalk Conversational  
English Classes and interviewed Volunteers  
and Participants.





# GOAL 4

TO ENSURE  
GOVERNMENT  
POLICIES SUPPORT  
THE FULL AND EQUAL  
PARTICIPATION OF  
ETHNIC MINORITIES  
(BETTER POLICIES)





# Organisation Development

## Minister O'Brien visits Cultur Migrants Centre Offices



TOP: Minister O'Brien with some Cultur Staff Members at our Navan Office



We were delighted to host Minister Joe O'Brien, Minister of State at the Department of Rural and Community Development with special responsibility for Community Development and Charities visiting our Navan office on the 31st January 2022 to be appraised of the community work we're doing in Mosney and our new pilot Community Development Programme.

Minister O'Brien's visit to our offices was a significant event, displaying the government's acknowledgement and recognition of our organization's contribution to the Navan community.

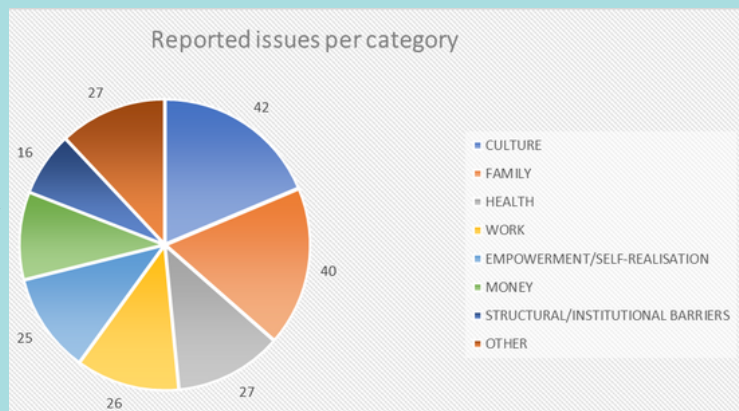
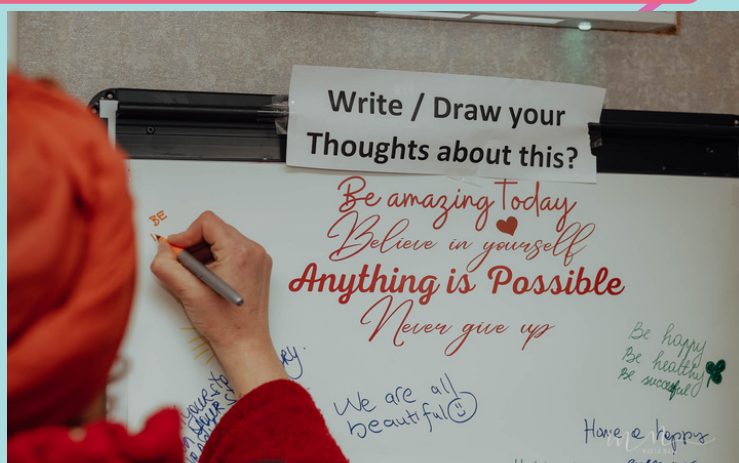
It was an honour to have had this opportunity to interact with him directly, providing us both valuable learning experiences as well as greater insight into the nation's priorities concerning community development and social cohesion. Thus, this meeting can serve as a bridge between different domains that reinforce each other towards progress in society.



## CULTÚR MIGRANTS CENTRE 'INSPIRE WOMEN GALA DINNER EVENT' NEEDS ANALYSIS

On the 25th of November, Cultúr Migrant centre hosted a gala dinner event themed 'Inspire Women' which was attended by 100 guests, women living in and around county Meath. The event was initiated by the Cultúr Women's group, a female empowerment initiative aiming to increase opportunities and support women and girls from marginalized and underserved communities, it included dinner, dancing, a workshop, and inspirational guest speakers.

The workshop themed 'Let's talk about it' provided a platform for open conversation about challenges in daily life, and to think about possible solutions or how these challenges can be addressed. Information was collected about different issues being faced by a diverse group of women. The analysis is part of empirical research that will help to identify the needs of migrant women and can provide relevant insights to adapt more inclusive practices for community development work, service providers, and policymakers.

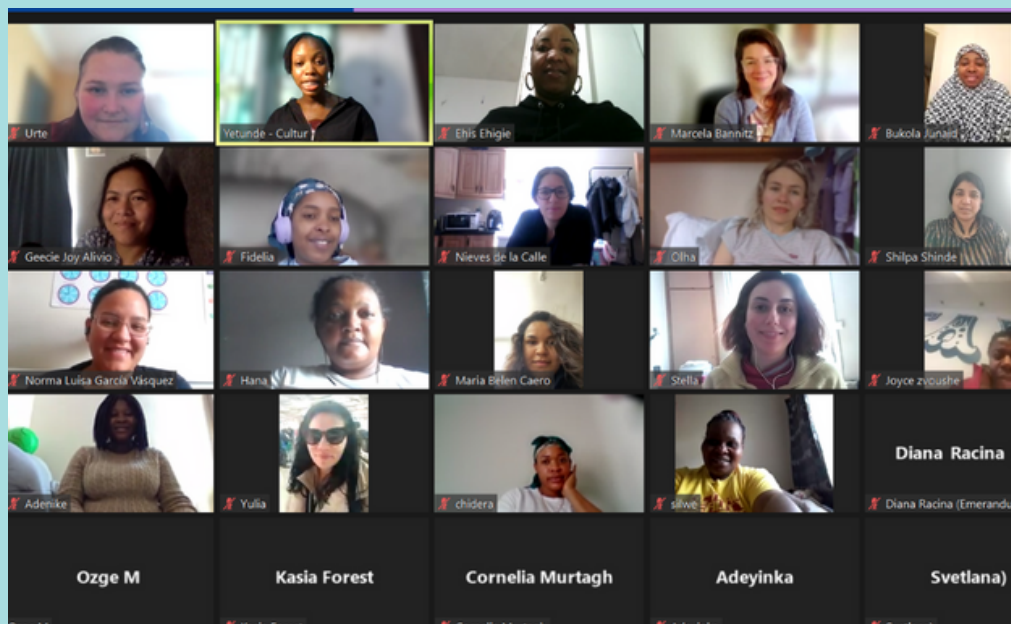


**Table 1. Number of challenges reported per category**

## ERASMUS WOMEN CONNECTING EUROPE PROJECT LAUNCHED

Women Connecting Europe Project provides lifelong learning and facilitates socio-economic inclusion of migrant women into the local & global community.

This project is a collaboration of Cultúr Migrant Centre and the Social Hackers Academy an impact start-up with offices in London, UK and Athens, Greece under a € 30 000 fund from the Erasmus+ Programme of the European Union and Léargas.



It will run for the next 15 months from October 2022 to January 2024. The project empowers migrant women through online digital learning and personal and creating opportunities to address intersecting issues of poverty, racism & isolation.



Co-funded by the  
Erasmus+ Programme  
of the European Union

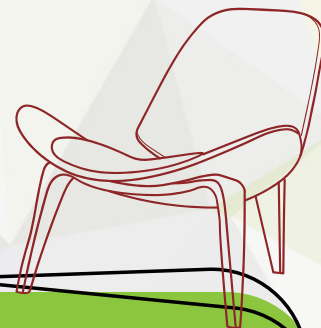


léargas



social  
hackers  
academy

# Policy Initiatives



Submitted a joint letter regarding the 2022 budget to Minister Humphreys, Minister McGrath, Minister O'Donoghue and Minister O'Gorman to allocate adequate resources towards meeting its obligations to people living in Direct Provision and the international protection process in September 2022

"GUEST SPEAKER AT THE INTEGRATION CONFERENCE 2022 ORGANISED BY IMMIGRANT COUNCIL OF IRELAND ON MAY 2022."



Shola Yahya (**Women's Group coordinator**) was nominated to the National Women's Council board in May 2023

We published an OpEd in response to government's announcement of a raft of new measures affecting international protection applicants. The opinion piece which was edited by our internal team and developed by our Policy & Research Intern - Keira Murphy.

Guest speaker at "It Takes a Village to Raise a Child - Conference" organised by Akidwa on 31 st May.

Cultúr Rep was invited as Guest Speaker at the IHREC's Achieving Gender Equality At Work: Care Policy and Practice Conference taking place in Croke Park Conference Centre on Wednesday, 9 November.



# Navan Women's Group

The Navan Women's group is a shining example of the power of diversity and community. Comprised of women from different nationalities, the group meets every Friday at the Cultúr Migrant Centre office to connect, support, and empower one another. Their achievement of hosting the first migrant women-led gala event at Newgrange Hotel Navan is a testament to their dedication and hard work in breaking barriers and creating opportunities for all women.

Their major milestone is their election of a new Chairperson in 2022, Jinicha Saowaphayodsawee. The group is now made up of women from more than 15 nationalities.





# AWARDS & ACCOLADES



## POSTGRADUATE OPPORTUNITIES

### Why should you pursue a postgrad?

We speak to a careers expert about the reasons why studying a postgraduate qualification can help career prospects

According to the Higher Education Authority's most recent Graduate Outcomes report, there were 18,505 postgraduate taught graduates in Ireland, 84.9pc of those were in employment nine months after graduation. The most common reasons for pursuing further study are to change or improve career options (22pc), because it is a requirement for finding and progressing in future employment (17.8pc), and for ongoing professional development (17.3pc). "I think that a postgrad course can be recommended for most careers if you are interested in gaining an advantage," says Deirdre Dowling. Deirdre is an independent career coach who works with students, those coming back into the workforce, and those who want to change their careers (dowlingcoaching.ie). "It can be the one thing that makes the difference when employers are hiring or looking for candidates for promotion."



Deirdre Dowling

Deirdre, who came into her own role when she became the coaching lead in a large corporation, says completing a postgraduate course, whether it is a certificate, diploma, master's, or PhD can be incredibly beneficial for most career goals. "A postgrad course shows that you want to continue to progress and learn, and that you are willing to go the extra mile."

#### Advancing your career

There are many careers where completing a postgrad is necessary to get to the next level. Ruairi Kavanagh, Managing Editor of gradireland (gradireland.com), the official graduate careers website in Ireland, says, "Those sectors that are looking for specialist skills place a real premium on postgraduate study. They include areas such as medicine, life sciences, technology, fintech and engineering. There are significant job opportunities within these sectors too, and any postgraduate qualification will be valued by employers. Anything that demonstrates a commitment to continued learning and



development." An example of a career that requires further study is secondary school teaching. This involves taking a primary degree in the subject that you want to teach and then taking a Professional Master of Education (PME) before you can become a qualified teacher. Professions such as law, and accountancy, as well as many others, require postgrad qualifications too. If you have completed a more general degree and found you want to specialise in one area, it could be of major benefit to study a postgrad. For example, studying for a business degree and then choosing

an MSc in strategic marketing could help get you to the next level of your chosen career path. Deirdre Dowling adds, "Sometimes when deciding on your primary degree, you may not be sure of the career path that you want to follow. Postgrad courses can function as conversion courses, leading you to your dream career."

#### Getting ahead

Doing a postgrad indicates that you have a strong work ethic. Completing a course can demonstrate to an employer that you have a proven commitment to your career path, even when the postgrad is not

required for the job.

In recent years, the number of students graduating with a primary degree has increased immensely. This has become the normal standard for many employers when recruiting.

"So, when potential employers receive applications from those who have a postgrad, they will be impressed with the extra knowledge and expertise that these graduates bring to the role," says Deirdre. "As well as their maturity and commitment to keep learning and growing." And according to the IEA Graduate Outcomes survey, having a postgraduate qualification can

boost earnings potential. Of those who disclosed their salaries, more than half (56.4pc) earn more than €35,000 per annum. This is in contrast to 28.3pc of Undergraduate Honours Degree graduates.

Deirdre adds, "Earning power, career acceleration, enhanced skills, and prestige, are just some of the benefits to be gained."

#### Transferable skills

Postgrad courses provide students with an opportunity to develop, not only academic skills, but also transferable soft skills which can be used for most careers.

These skills include critical thinking, problem-solving, effective communication skills, and working effectively in teams. Ruairi Kavanagh says, "I'd advise students to always think about their transferable skills. If you're a marketer, you can work in finance or engineering. If you're a data analyst, you can work in the construction sector. If you're an engineer, you can find roles in the tech sector."

"More and more hard skills are transferable throughout multiple industries, and you can boost them with soft skills and people skills." But with so many options out there, how can someone choose a course that will give them the right skills for the career they want?

Deirdre says research is number one. She says to ask yourself why you really want this career. And what are your motivations?

"Once you understand your own needs, you can then move on to researching the course and the outcomes. Find out where graduates from the course are employed. Discuss the course with students who have completed it to get an insider view. And contact the college and speak to the course lecturers if you have any queries."

"To find out which course is right for you requires you to know yourself very well. Details of the courses can then be found on the college websites and on Careers Portal or Qualifications."

**TOP:** Our Job Coach, Deirdre Dowling's recent media feature in the *Independent* newspaper.



We are super proud to announce our award at the **Sheroes Conference and Awards 2022** ceremony for our commitment and focus on promoting the participation, self-determination, rights, and empowerment of ethnic minorities in Meath.

Thank you for your continued support.



**33k funding for Connecting Communities Project**

**Cultúr was recently awarded 33 000 Euros for its Connecting Communities project earmarked for selected counties in Ireland.**

**Over 67 projects were awarded over 1.6 million through the Department of Children, Equality, Disability, Integration and Youth's International Protection Integration Fund.**



# OUR FUNDERS

We would like to thank our funders for their generous support



**An Roinn Forbartha  
Tuaithe agus Pobail**  
Department of Rural and  
Community Development



**comhairle chontae na mí**  
*meath county council*



**Coimisiún na hÉireann  
um Chearta an Duine  
agus Comhionannas**  
Irish Human Rights and  
Equality Commission



**RETHINK  
IRELAND**



**Columban  
Missionaries  
Ireland**



**European Union**  
European  
Social Fund



**lmetb**

*Bord Oideachais agus Oiliúna Lú agus na Mí*  
Louth and Meath Education and Training Board



**EUROPEAN UNION**

**Asylum, Migration  
and Integration Fund**



Ireland's Child & Family Agency



Co-funded by the  
Erasmus+ Programme  
of the European Union



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# THANK YOU!

We are always striving for a more open, diverse, and intercultural society. But all the hard work is impossible without your support.

Our sincere thanks go out to our Staff Members, the Programme Manager, Tinu Achioya for her leadership, the Board of Directors, and our valued volunteers and all those who supported our work and donated in 2022.

Our work is impossible without you and your support. We look forward to be working with you in 2023 and beyond.

Connect with us for all the latest updates on our projects!



2022  
ANNUAL  
REPORT

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Cultur Migrant Centre



**Cultúr 1st Floor, St. Anne's Resource Centre, Railway St. Navan Co. Meath**