

ICON

Inner City Organisation Network LTD.

A Future of Possibilities

Developing an Action Plan 2006-2009

Conference Report



Kilkenny Ormonde Hotel

Friday 3rd & Saturday 4th March 2006



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This report is an abridged version of discussions, recommendations and actions raised at the ICON Conference. All the recommendations made at the Conference will be discussed by the ICON staff, management and working groups and will form the basis for the ICON Strategic Plan for 2006-2009. This plan will be available later in the year.

Executive Summary

The Inner City Organisations Network (ICON) is a voluntary organisation operating in the North-East Inner City of Dublin. It is made up of community projects, local tenants' groups as well as individuals working and living in the area. A key focus of the network is to create forums for debate and local policy making and to explore issues affecting the local community such as drugs, education, unemployment, issues affecting women and the impact of urban developments in the area.

Inherent in the aims of the organisation is a commitment to pursuing a partnership approach between statutory and non-statutory sectors as well as actively encouraging the participation of local tenants and residents in initiatives such as Local Drugs Task Force and Dublin Inner City Partnership. This extends to developments that have a significant impact on the area such as Dublin Docklands Development and Dublin City Council Area Plan for the North Inner City

ICON has organised five major conferences to date. These have focused on a participatory approach involving the community and voluntary and statutory agencies. A major element of these conferences has been the involvement of local people and developing links with a wide range of government agencies. This approach has been key in the development of initiatives such as the Inter-Agency Drugs Project, the Integrated Services Initiative, the Integrated Area Plan and The Employment Network.

Methodology

ICON is looking to the future and is developing a strategic plan for the coming years. In this context the conference aimed to consider the future direction for the network looking to the challenges and changes which the area is to face. The workshops, as chosen by ICON members, focused on education, drugs, childcare, intercultural issues and young people at risk.

The conference was the means by which the management and staff of ICON could consult its' members on issues that need to be addressed in ICON's Action Plan for the period 2006-2009.

Additional aims of the conference were:

- ◇ To promote an interagency approach by bringing together the local community and the voluntary and statutory agencies to explore issues identified at local level which have arisen largely out of social and economic disadvantage, poverty and social exclusion.
- ◇ To encourage the participation, in particular, of local tenants and residents, in discussion forums on issues such as drugs, educational disadvantage and young people at risk with a view to ensuring their active involvement in the development of strategies aimed at tackling poverty and social exclusion.

As with previous ICON conferences this year's conference provided an opportunity for delegates

to articulate their views on issues that impact on their lives. Each workshop was introduced by guest speakers who gave their own perceptions on the current issues facing the north inner city. Delegates were then asked to break into smaller groups to discuss the topics further. The drugs workshop was divided into four thematic workshops, supply and control, rehabilitation, treatment and family and youth.

The morning session involved each workshop reflecting on what they felt were the current issues facing the ICON area and was then asked to prioritise those issues. The afternoon session revisited those priorities and looked at suggestions for addressing those concerns and identifying practical actions that ICON can address.

Each workshop had a facilitator and a note taker who reported back to the wider conference at the end of the day.

ICON would like to thank the following for their support:

Dublin City Council, The Dublin Docklands Development Authority, The Employment Network, The Health Service Executive, The Department of Rural, Community and Gaelthact Affairs, the North Inner City Drugs Task Force and the City of Dublin Youth Service Board



Chrissie Mangan, Joe Dowling & Bernie Howard

Chairman's Opening Address

Seanie Lambe, ICON Chairperson



Seanie Lambe, ICON Chairperson

The following is an edited version of the speech; a full copy is available on request.

Good Evening Friends, Neighbours, Fellow citizens of the best city in the world welcome to the second best city in the world. It is a great pleasure to welcome everybody here. I think nobody could deny the economic prosperity that has now reached the north east inner city in the same way as it has reached the rest of the city and there is absolutely no doubt that the unemployment figures have shown that a lot more people are doing well and even more critically, I believe, that young people are staying in school long enough to be able to play an active part in that economy.

We're coming to the stage in Irish development where a new National Development Plan is to be drawn up for the years 2007-2014 and it is our job to make sure that the concerns of our communities and everybody in the inner city are written into that National Development Plan. ICON is a vibrant organisation in a new economy in a new vibrant part of the city. The fact of the matter is that many of our people have been left behind by the Celtic Tiger and we have to change that situation. Education changes that situation, training changes that situation and most importantly of all voting changes that situation. When the people of the inner city start voting you won't have to go looking for politicians, they'll come looking for you.

Obviously we can't tackle all the problems but we have a specific number of workshops dealing with various subjects. We're dealing with the drugs issue for instance. Since the foundation of ICON the drugs issue has been a major issue for us. The north inner city was hit badly by a huge heroin epidemic in the early 80's and the people in this room generally speaking are the people who fought against that epidemic. We had a period where it seemed that the situation had stabilised and like many people before us we thought we could relax. We were wrong because it hit us again in the early 90's particularly as part of the rave sub-culture that introduced new drugs and new young people into the drugs problem and we've had that

problem with us ever since. Right from the beginning we said it is a campaign on behalf of their victims, what those victims needed was rehabilitation and treatment services and opportunities to put their life back together again.

We are also looking at education, critical, absolutely critical, critical not only for the young people but for the changing nature of the labour market in our area. Any employer who's faced with the choice, employing someone who has been unemployed for 10 years or employing a young person from China or Nigeria who will work for less than the minimum wage. There's no competition so our answer, the only answer can be to move up the food chain of employment by moving up the food chain of education. So our young people are expected to go to college, are expecting to get jobs in the Financial Services Centre, are expecting to be working in banks, not looking for the Mickey Mouse jobs anymore but aiming for the stars. That's the best hope we can give them.

We are also looking at the question of childcare, and childcare is a major issue if women are to get into work, then there has to be childcare. If children are to be prepared for going into the educational system then there has to be quality childcare. We have to look at Childcare, not only in terms of what it can do for the children but what it can do for people working in the childcare industry, because it is an industry, it's a growing industry and it's an industry that presents opportunities. The needs within that industry will be looked at and addressed and looked at in the childcare workshop.

We've all seen the total change in the make up of the population of Dublin City and that is had its impact on our area, not because anybody in the social welfare is telling them to move in there but because the poorer areas are where the rents are cheapest and the vast majority of the people coming into this country are poor people and what they want is what we ever wanted- a better life for our kids and our families and who can deny them that. I think it's quite amazing in any other country and in any other city in the world; such a huge influx of people from outside would have caused havoc. It didn't cause havoc in the north inner city, there were problems of course and there are continuing problems but in the main the vast majority of people in the north inner city are welcoming and recognise that their problems are the exact same as our problems and I'm very proud of the fact that there is very, very little racism in the ICON area.

There are a number of organisations and ideas that interact very seriously with ICON that I would need to mention. The first one is the Dublin Inner City Partnership which funds the ICON Network. There isn't a model like it in any other partnership in the country. I think the role of the DICP in our area is much greater than ICON; it involves drawing down huge amounts of money from various state and private agencies that gets spent in the ICON area in the interests of and on behalf of the poor. I would also like to say that the Integrated Area Plan has largely been delivered with some very important and notable exceptions. There is no public housing getting

knocked down in our area to be replaced by private housing. That's not happening in the area and we have an ongoing flow of social housing in the area and that's important to retain and maintain our community. But I think it's also important that one of the critical issues in the IAP was the establishment of a leisure centre and community complex on the site of the swimming pool. That hasn't been delivered and I can guarantee that nobody in ICON will be resting on their laurels until that's achieved. I would also like to mention with thanks to the Dublin Docklands Development Authority, a huge development which could very easily have by-passed our community. We also have access to the Community Projects Development Initiative in Docklands which provides 750,000 euros of investment in the Docklands and its hinterland every year and increasingly we have been getting a fair share of that.

At our first conference in Waterford, our keynote speaker was Inez McCormack. We worked with Inez after the conference and she was talking about an idea and that was an idea of social and economic rights. In other words making your social rights your income just as defensible in law as your civil rights- your right to vote, your right to have somewhere to live. We've got a grant of 1.3 million from Atlantic Philanthropies and we're going to use that to build up an arguable case where all of the things that we've been trying to get over the years, that you can demand it, that you can say that you're entitled to it and that if the state doesn't give it to you, you can go to the courts and the courts will order them to give it to you. It's only when we have social and economic rights written into our laws will we have any chance of achieving what the end goal is. And the end goal is for us and for me is quite simple, poverty, I want to see the end of it, I was born into it, I lived with it in my early days, I've lived beside it all my life. I don't want to see no more of it, we don't need it there's no need for it. We're one of the richest countries in the world, why in the name of God do we still have poverty, that's why we have ICON, for the abolition of poverty. ICON is sometimes complicated to explain to people but if people are asking, what is ICON about? Just tell them it's about doing away with poverty, that's what it's about, plain and simple and we don't need any lectures anymore. They have the money, we want it spent, we want an end put to poverty and if this government don't do it then the next government better do it because we're going to keep at this until there is no poverty in the inner city of Dublin where we have decent homes, strong communities and vibrant young people with a great future.

Key Note Speaker

Mike Jennings, SIPTU



Mike Jennings, SIPTU

The following is an edited version of the speech; a full copy is available on request.

It's a real pleasure for me to be invited to address you tonight and I hope that you're not too disappointed that my general President, Jack O'Connor, can't make it. I have the honour to be the Regional Secretary for SIPTU in the Midlands and South East Region, but I am personally from the inner city. Until a few months ago, I lived just off Leo Street at the top of Gardiner Street. As an official with SIPTU I think I can fairly represent the views of the trade union movement.

It is very important that we would emphasise that for the trade union movement in Ireland, it's not just about wages, it's about the whole concept of a social wage and what we're entitled to in our lives as workers, not just the rate of pay we get from our jobs. In that respect there is a huge overlap and similarity between your agenda as ICON and our agenda as Trade unionists. I'm very aware from the work that I do with people who work fulltime in the community sector of the difficult problem about trying to negotiate fair salaries for people who work way and above the grade rate for any job. The typical scenario is that you go into your employer and your employer knows the good work you do and is quite prepared to sanction a decent rate of pay but the funding agency, whether it is the department or whether it's Fás or whether it's the health service authority or so on. They say, oh well, we've no budget for that and if you try to go to the Labour Court, your direct employer is not the problem, it's not your direct employer who is holding back your wages and the likes of the funding agency refuses to go to a third party. So there is a problem for employees in the community sector and I want to say I was talking to Brendan Hayes today, the Vice-President of the union and he asked me specifically to mention that this is an issue which is very much on the agenda for SIPTU in the current national pay talks, if they ever really get under way, and I would hope that we would get some progress there

because people who give their time to work full-time for their community are entitled to all of the respect and dignity of well paid employees in any other industry and it's a disgrace that they are not given it .

If you'll permit me, in my address tonight I want to concentrate in particular on the theme of one of those workshops and that is the ones dealing with diversity and interculturalism. In many ways what we're looking at in Ireland today in our country, we're starting a whole new chapter. The depressing reality for me is in regard to migration, inward migration into this country that as far as I can see from a state level and a government level we have learned nothing. We have learned nothing from the experience of the other receiving countries such as France and Germany and the United Kingdom which have had the issue of migration for years and we haven't learned the lessons of how they should have dealt with the immigration population coming in. And even more disgracefully we've learned nothing from the experience of the Irish who went abroad as emigrants and were the immigrants in another country and we are perorating the exactly the same environment where people are here on their own without their families living in cheap accommodation, divorced from a full structure, being exploited and are we surprised when we see instances like the number of road accidents where people from Eastern Europe are involved.

So this is an issue and for my union SIPTU particularly it is a big enough issue that in the current pay talks, national agreement talks, we have said we are not going to enter into any national agreement unless we have substantial progress made on the issue of the exploitation of migrant workers and the effect that is having on workers' standards and what we call the race to the bottom. We pointed out the lessons that if you allow people to be exploited then employers will realise that if they can exploit a few, they can exploit the many and everything that we built up as a trade union movement will be sacrificed if the employers have that greedy avenue open to them. And despite that, why would any decent employer, and there are some decent employers left, why would any decent employer obey the law when it's quite clear that the law is never implemented against the bad employers. It's just a simple fact of economic life.

Many of you union members and those of you who aren't even union members took part in the protest about what Irish Ferries were doing as it outraged the entire country; it was a wake up call to the country. But I have to say as well there was a downside to that because and we were warning against this, now we've go to the stage where people were worrying was their job going to be next. And feeling insecure about their positions within their job if they could be simply displaced like that and there is nothing that will cause racism quicker than making people feel insecure in the little bit of security that they have at the moment. So this is for us not just an issue of economics but it is an issue of justice, an issue of the future for this society in terms of if we are going to avoid racism why it is that we have to put into place safeguards to ensure that

the people who have behaved so disgracefully don't continue to behave like that.

I have to say the absolute cheek that is happening now with the employers and the right wing media, they are now trying to put it about almost as if this is some sort of crypto racist thing by the trade union movement that we're making up this problem, that there is no issue, that there is no exploitation, we're only making it up in order to enhance our own bargaining position in the negotiations but I tell you we aren't making it up, and I have to tell you it comes hard with me to see these people who have been defending exploiters and the most ruthless employers for the last 8 years giving me lectures about racism. I say- how dare they? And I went to say it to you, never was a group of people less entitled to occupy the high moral ground than these people and it's time they woke up to the shamefulness of their behaviour.

And I want to say quite clearly that we will not be frightened off the stage and we will not be silent about exploitation and there is no contradiction for people like me exposing exploitation and I still say I want to build Irish society built on diversity and multiculturalism and I welcome migrant workers many from around the world because as James Connolly said 'The worker from anywhere in the world is my brother it is the employers that are my enemy' (applause). And I know because it is my home that Dublin inner city knows more about immigration and diversity than any other part of the country because we have more of it in our midst and we also know more about the other issues of our history we know about neglect, we know about exploitation, we know about social exclusion, we know about marginalisation and what we must not tolerate is when they combine those two things so that all the marginalisation and all the social exclusion is combined to build up ghettos of poorly paid and exploited migrant communities. That is one thing we must not let happen and we must be very well prepared and struggle together to ensure that it doesn't.

With all those themes there is huge challenge out there, the reality is that we are one of the most ideologically driven governments in Europe and the ideology I'm afraid to say is not the ideology of inclusion. So we have a huge challenge and I know and I mean this sincerely because I know who I'm talking about when I address a meeting such as tonight the challenge is huge but we've been challenged before, our communities threw up the people who are worthy of that challenge, they're still doing it, there's many of them in this room, there are some who are joining us for the first time and getting in on the rung of the ladder by a weekend such as this. But the reality is through organisations such as ICON, we're building, we're moving forward, it is as the theme says A Future of Possibilities, those possibilities are our possibilities, they are our birthright and we intend to take them and I want to congratulate you for your work, I want to wish you well in your efforts this weekend and I finally want to thank you most sincerely for having invited me as a representative of the trade union movement to have the privilege of speaking to you on this your opening night.

Slide Show

The Friday night session ended with a slide show called “Looking Back to Looking Forward”. Fifteen years ago, Mick Rafferty was director of the Inner City Renewal Group and with others felt the need to take stock of where the community was going so with himself and Richard Kelly, they began to collect old photographs and take new ones to make sense of what was going on. The presentation was shown to great appreciation.

Looking Back’ - A Photographic exhibition of the North Inner City

Compiled by Terry Fagan, North Inner City Folklore Project



The exhibition was on display for the duration of the conference

Drugs- Is Our Problem Your Problem?

Drugs Workshop

Chairperson: Anna Quigley, City Wide Drugs Crisis Campaign



Drugs Workshop

Thematic Workshops

1. Supply and Control
2. Treatment
3. Rehabilitation
4. Family and Youth

Speakers:

Mel MacGiobuin is the Co-ordinator of the North Inner City Drugs Task Force (NICDTF). He gave an input on the current work in which the NICDTF is involved and outlined some key issues facing the north inner city. A key task for the Task Force this year is to ensure that all the representatives involved in the Task Force restate their commitment to the strategy. Other issues facing the NICDTF include the further development of youth services; improving the situation in relation to rehabilitation; the increase in the number of available rehabilitation places and developing a response to the worrying increase in suicide, especially amongst young people.

Sadie Grace is a Development Worker with the City Wide Drugs Crisis Campaign. Sadie chairs the Citywide Family Support Network which represents the interests of family support groups throughout the island. **Bernie Howard** works in the Crinan Youth Project and is also the Family Support Co-ordinator there. She is also involved with the Family Support Network.

Bernie and Sadie gave an input into some of the issues family face when there is drug use in the home and outlined some of the supports available. Some of the issues facing families include dealing with the stigma and isolation and unaware of support systems in place; lack of information on treatment and rehabilitation; the grandparents issue and having to deal with expensive funeral costs at a time of devastation and grief. There are a number of Family Support Groups in operation with the Crinan offering services on a large scale including Family Therapy, group work, home visits and crisis support. Sadie and Bernie are both ICON representatives on the NICDTF.

Marie Metcalfe is the Co-ordinator of the Community Policing Forum in the north east inner city. Marie gave an overview of the function of the Community Policing Forum and some of the areas in which they are involved. Forum meetings are held every three months and recently the CPF was involved with human rights training with the Gardaí Siochana. Marie stressed that one of the key elements in addressing the drug crisis is the need to exchange information on the types of drugs, value of drugs, the locations where drugs are being sold and other relevant information which is necessary to deal effectively with the local issue of supply and control.

Ruaidhri McAulliffe is the Co-ordinator of UISCE (Union for Improved Services Communication and Education), a union for service users. He spoke about some of the main concerns for service users in the areas of treatment and rehabilitation and the methadone protocol. Primary health care concerns are an issue as there is no obligation on clinics to provide this service, so there's a role for G.P.'s in taking on drug users on the medial card system to ensure access to primary health care. Other issues that Ruaidhri raised include homelessness, alcohol abuse, intravenous cocaine use and the introduction of methadone maintenance into prisons.



Paul Kinlan and Jimmy Norman

Thematic Workshops

Supply and Control Workshop

Chairperson Tony Gregory



Supply and Control Workshop

Recommendations

- **Sentencing:** It was agreed that the 10 year mandatory sentences are not being implemented and there is a need for local representatives to raise this issue in the Dail. It was proposed that it should be part of the NICDTF policy.
- **Gardaí resources:** It was felt that there is a need for more Gardaí to tackle the increase in usage of drugs and in particular there is a need for more community gardaí. There was also a call for further research and more undercover operatives to clearly identify what is happening on the ground. It was also noted that Gardaí from minority ethnic communities are needed to work with those from new communities who might be involved in drug dealing. In addition there is also a need for dedicated Gardaí to deal with local issues and to disseminate information to the community about the confidential hotline.
- **Drug dealing in the Community:** The group called for more communication between residents, the Community Policing Forum (CPF) and the Gardaí. The work of the CPF needs to be extended to include more areas. CCTV cameras are needed in areas where drug dealing is taking place.
- **Cocaine and Crack Cocaine:** A multi-agency response is required to deal with the increased usage of cocaine and crack cocaine.
- **Anti-Social Behaviour:** The existing anti-social behaviour policy should be implemented and extended to private landlords. Dublin City Council needs to take control of the rent subsidies to private landlords.

- **Alcohol:** Alcohol was raised as a serious concern and residents need to report off-licenses that are selling alcohol to the under aged. There should be more emphasis placed on combating public drinking, especially in the summer and there should be a limit placed on the number of outlets in the area selling alcohol. There was also a call for the full implementation of by-laws and that fees for licence exemptions should be reinvested in local communities.
- **Criminal Assets Bureau (CAB):** There will be a continued argument that the money generated from CAB should be reinvested in local communities. It was suggested that a local CAB be established in order for this to happen and that we need to target the assets of local dealers via the Community Policing Forum and the Gardaí.
- **Funding:** Finally in relation to funding, it is imperative that the investment in communities is adequate to meet the identified needs and to implement the recommendations, regardless of the cost.



Paddy Behan

Family and Youth Workshop

Facilitated by Sharon Harding, City Wide Drugs Crisis Campaign



Paula Johnson and Angela Trimble

- **Research:** It is vital that we look at models of best practice in other countries to identify trends and be pro-active in relation to family services. It is also important to look to different areas of Dublin where initiatives are being developed e.g. In Ballyfermot there is a service that is working to support families who are having to evict their children due to Anti-Social Behaviour Orders. Evidence to date would suggest that it's a good working model and it should be adapted in other parts of the city.
- **Education and Prevention:** Many of the issues that were raised in the workshop could be followed up by a Prevention and Education working group or a sub group of the current Education Working Group. Prevention and Education should be about delivering age appropriate services to children, talking about problem drug use and substance misuse.
- **Out of Hours Service:** The creation of out-of-hours services on evenings and weekends when families need most support.
- **Information:** A step by step guide for families who are accessing services needs to be created so that families are aware of the treatment being provided and any supports that are available during that process. It needs to be clear and accessible. A travelling exhibition of services was also recommended. The dissemination of information is vitally important and the information needs to be provided to every home in the North Inner City. It was noted that tasks like these do not have to fall on the NICDTF, sub-groups can be set up. Flyers can be an effective way to send out this information.
- **Sub-groups:** A sub-group working on local issues and the difficulties inherent in drug related deaths of those with limited means should be set up to bring together all the relevant stakeholders. The establishment of a grandparents sub-group was also raised to address the issues and seek to provide a consistent service to families.
- **Children:** Services for the children of drug users should be properly resourced and

developed. The closure of the crèche in the City Clinic was raised and this issue needs to be addressed immediately and seek out our local representatives to push this forward. Children's voices need to be heard, one of the actions would be to have a youth representative on the Task Force.

- **Partnership Learning Programmes:** Bringing all the key players together to look at the learning programmes and to implement a cohesive programme. As a result the lessons being learnt in your club are backed up by what you're learning in school and at home ensuring continuity of information.
- **Alcohol** needs to be addressed in addition to opiates. It was suggested that a Drug and Alcohol Task Force be situated in a one stop shop.

Treatment Workshop

Facilitated by Mel MacGiobuin



Treatment Workshop

Recommendations

- **Alcohol** and its' destructive effects needs serious consideration, particularly the cocaine and alcohol joint affect.
- ICON should take an active and supportive role in promoting the need to address **harm reduction services** and prevention programmes. There has been a rise in blood borne infections and damage to primary health as a result of new trends in drugs and poly drug use. In turn there has been a lack of harm reduction and prevention initiatives in this area.
- **Community models of detox** need to be examined and focus put on the whole health need, creative approaches are needed to address the gaps in this area.
- A strong and effective **outreach programme** is needed to provide information and

choices.

- A culture of 9-5pm exists and projects have to **change and adapt** and open late nights and weekends when young people need them.
- There should be a focus on **clinics and improving services** and not just on methadone. The City Clinic should be looking at entire health needs and its' services improved.
- The new **cocaine initiatives** that are being piloted need to be further promoted across all projects and services and communities in the north inner city as they are being developed and rolled out.
- There needs to be a **sharing of evaluations and good practices** in the treatment projects and treatment processes. There is a lot of good practice and learning and there needs to be good frameworks put in place for communicating good learning needs that can be shared with all projects.
- The individual needs to be at **the centre of the treatment**, which is adequate and has been agreed upon. Patients should be involved in the development of procedures and protocols and involved in any reviews.
- The **methadone protocol** should be implemented in full.
- A **Community Health Forum** concentrating on addiction should be established in line with the Community Policing Forum.

Rehabilitation

Facilitated by Caroline Gardner and Joan Byrne



Joan Byrne and Ann Downey

- The first point is that **social welfare payments** need to take account of special circumstances and needs relating to rehabilitation.

- Secondary benefits including accommodation allowance are cut off if someone earns over €317.43; this limit has not increased over the last several years. This bar is too low and effectively restricts people's access to part-time employment and accessing CE Schemes.

The rent supplement is reduced year by year for someone on CE; effectively this means that a number of people are forced because of financial reasons to leave CE rehabilitation in their second year.

- ICON needs to urgently respond to the **undermining of the community drug response by the government**. There needs to be an immediate call for a full minister for drugs to reflect the importance of the issues surrounding drug misuse. The NICDTF and ICON need to maintain pressure on the government around the need for increased service provision and representation.
- The third point is the need for **increased service provision** and there are specific gaps. For example:
 - a. after-hours support for services for those attending drug services
 - b. Family re-integration requires more resources
 - c. There needs to be more dedicated places in rehabilitation services.
- **Respite facilities** were a significant concern and the capacity of voluntary management groups to actually deliver on all the services. There is certainly concern that people seem to be stretched as they are, volunteerism is decreasing, there are less and less people getting involved in voluntary work and ICON has a role to start this debate and to see what capacity the community has or what resources it has to build up capacity to deliver the services that are needed.
- There is currently **insufficient provision of childcare**, particularly in relation to accessing treatment and rehabilitation services. There is a need to immediately call for the re-instatement of the childcare services in the City Clinic.
- Research indicates that for a number of people it can take between four and eight attempts at **Detox** before stability can be maintained. Taking this into consideration detox should be readily available to clients and on repeat occasions. There needs to be increased community based detox provision as well as more residential service provision.
- The current programmes such as **Community Employment** are too short term and not appropriate to needs. The possibility of extending the period a person can spend in rehabilitation should be reviewed; it is thought that five years is a more realistic time period to enable people to reach their potential. Citywide and Saol are involved in this process but more groups need to input into relevant forums in relation to this issue.
- There should be research into the feasibility of a **dedicated national drug**

rehabilitation programme with financial motivation for participants. The key concept is that services need to centre on the client. Clients should be facilitated to move fluidly between services as deemed appropriate without losing benefits, gains and supports.

- **Integrated care planning** needs to remain on the agenda for all agencies. There needs to be policies and systems established to facilitate care planning co-operation around reduction in medication and co-ordinated support from the community voluntary sector and treatment clinics.
- Responsibility needs to be taken by agencies to develop a statutory response and put procedures in place that look at the **housing needs** of those who have lost homes as a result of drug dealing or anti-social behaviour and are often not able to practically re-access housing. There should be systems in places that can aid the re-integration of people back into social housing. In the case of rehabilitation, research has shown that a stable housing situation plays a very significant role in enabling people to maintain or achieve drug stability.
- **Educational workshops** for those involved in policy and/or advocacy/clients- around a rights based approach would be useful. Efforts should be made by all involved in this work to use simple and clear language which does not act as barriers to those becoming involved. The community would benefit from awareness-raising around rehabilitation and the promotion of ideas around rehabilitation in the community.



Rehabilitation Workshop

Looking at the Child in Childcare

Childcare Workshop

Chairperson: Fergus Finlay



Jenny Eades (Pobal) and Fergus Finlay (Barnardos)

Sarah Kelleher is the Director of the Lourdes Youth and Community Services, she is also a member of the ICON Board of Management. Sarah gave a presentation on the findings of the Young People at Risk (YPAR) research. A mapping exercise was commissioned to identify gaps, establish the needs of those providing a service and to explore opportunities for co-operation between agencies. The results showed a wide range of services that mostly operated during the day. There were a number of gaps identified, for example, the lack of out of hours services, the lack of affordable childcare places, lack of support for families and young parents, the lack of after-school drop in for children, respite for parents and outreach work etc. Sarah outlined some of the solutions identified through YPAR, namely, the increase of early prevention, out of hours programmes, adequate resources, after-school drop-in, respite care, focus on service to foreign nationals

Celine Keogh, Director of Hill Street Family Resource gave an introduction to the work of the Hill Street Family Resource Centre and the ongoing challenges they face.

Jenny Eades is the Development Team Leader with Pobal. Jenny gave a presentation on the National Childcare Investment Programme 2006-2010. The Budget 2005 announced €575 million over 5 years. The objectives of the programme are to improve the supply of early childhood care and education for services for 3 to 4 year olds; to target the unmet need for school age childcare services; to support families and communities to break the cycle of

disadvantage and to further develop the structures for co-ordination between statutory and non-statutory actors in the sector. Capital and Staffing funding will be available and the following range of factors will normally be taken into account: 1. Location in an area of identified need 2. Increased provision of childcare places 3. Operating hours of the service, open 48 weeks in the year 4. Provision for babies, full day care places and part time places 5. Provision for pre-school places aimed at 3-4 year olds 6. Provision for school age children and wrap around services 7. Focus on the needs and development of the child 8. Affordable childcare to disadvantaged families 9. Compliance with regulatory and other legal obligations.

Colette Murray is the Early Childhood Co-ordinator in Pavee Point. Colette gave a presentation on Diversity in Early Childhood. She spoke about defining diversity and the need to explore what and how we are thinking and the messages we give ourselves and others. There is a need for recognition and respect for difference, the challenge lies in treating everyone the same and tolerating difference. Diversity should be celebrated and valued and practical actions should be implemented to accommodate it, enabling and empowering people to make real choices among real options. We need to be conscious of one's own culture, attitudes, values and how they influence practice and actively address bias and discrimination through open communication and a willingness to grow. Training is an important element of this and the need for reflection on current practices and attempting to change those practices with parents and families

The morning session focused on Diversity and Equality within Childcare and the afternoon session on the issue of after schools provision.

Recommendations

Diversity and Equality

- **Training** in relation to diversity and equality is necessary; however it must adopt an Anti-Bias and Critical Reflective approach. The lack of adequate '*Diversity and Equality*' training for both practitioners and children in this sector was noted in the workshop. This was identified as a real issue based on the changing demographics of the area and the fact that values/beliefs are not challenged in current training or in the workplace. Therefore, training is required that could be delivered over a longer period of time using critical reflection and involve practitioners and children from the area.
- **Value systems & beliefs** of staff need to be challenged.
- **Challenge individuals** and services in this community on areas of difference/diversity.
- **Code of conduct** for agencies should be developed which is then monitored.
- **Promote conscious inclusion** e.g. language, literacy, resources etc.
- **Support** is necessary for existing services.

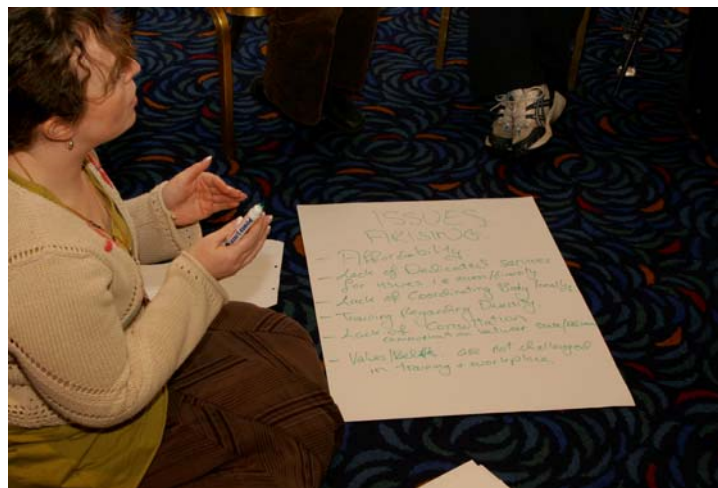
- **Take examples of practice** from other countries and review for best fit with the local context.
- **Intercultural Training** for adults working with children is necessary. There is a need to be open and honest about prejudice and give people training around interculturalism. Indigenous communities should be involved in setting the agenda for the local area.
- **Communication** is necessary for new communities so that they are aware of current services. This can be done through welcome meetings and listings of services available in the area e.g. resource directory.

After Schools Provision

- Currently there is **no coordinating body** for the 5-10 year age cohort. Local coordinating body is necessary to map current service provision
- Pobal needs to be **lobbied by ICON** for increased resources.
- Pockets of the NEIC are not covered by **after schools provision**, this has to be addressed.
- Lack of **funding** for staff is an issue and the lack of funding in general. Specialised training is needed and this is costly.
- There needs to be a focus on **central planning**.
- **Interagency training** is necessary
- A review of premises is needed to establish ownership and management to consider accessibility and availability.

Other issues that emerged from the day included

- Affordability of childcare services
- Lack of dedicated services for issues i.e. access/diversity
- Lack of coordinating body locally
- Lack of service provision for those aged 0-1 years in particular



Celine Keogh, Childcare Workshop

Equality in Education – From the Cradle to the Grave

Education Workshop

Chairperson: Anna Dangerfield



Education Workshop

Molly O'Duffy is the Education Co-ordinator with the Dublin Inner City Partnership. Molly gave an input on Equality in Education- From the Cradle to the Grave. Molly spoke of the need to focus on the education system itself and what it is about it that makes some more equal than others. Molly focused on three specific areas:

1. Access: How do you get in? This is in relation to issues such as childcare for adults wishing to return to study, preschool and early childhood education, after-school services, Access for Travellers and Foreign National children and access to third level.
2. Participation: How do you participate? All children have a right to participate on an equal basis. However, to achieve equal participation sometimes you have to treat people *differently*. Different children need more or less supports. Some may require no supports beyond class teaching. Others may need language support, the support of resource teachers or classroom assistant, specialised equipment, different formats for sitting exams, etc. In talking about meeting such needs there has been a focus on resources. Little attention has been paid to the quality of the experience of those who participate.
3. Attainment (achievement) – what do you get out of it? We need to recognise that education has benefits on two levels:
 - a. Education is good for society – this justifies state investment in it
 - b. Education is also very good for individuals – it brings them status, employment, wealth, privilege, power

Who is doing well out of education? In terms of class, it is obvious the middle and upper classes are doing well, and that large swathes of working class people are doing badly. The national figure for early school leaving was 19% in 1996 but in ten inner city secondary schools in 2000 it

was 41%.

It is important to remember that it is the system that we must change. We need to examine the whole system and take part in debates about it..

Tim O'Brien spoke about the background to the development of the ICON Education Task Force.

Marie Buckley spoke about the developments in education and the introduction of new programmes in the North Inner City.

Recommendations

Schools and community projects working together

- An **Education Forum** should be set up to identify issues and barriers. It would exist for a fixed period of time with a clear commitment and schedule set out for those involved. Ground work needs to be done initially to ensure the involvement of necessary stakeholders- School Principles, Parents
- **Research and demographics** need to be studied and gaps in research identified.
- **There needs to be an increase in the involvement** of community groups in schools and schools going out to community groups.
- **Quality mark** requirements should be put on schools (but not in academic terms).

Parental Involvement

- **Home School Liaisons** (HSL) are best placed working with parents and targeting groups of parents. Arrangements could be made by HSL for teachers to visit community groups.
- **Guidance Counsellors** should link with the community.
- Schools should link with FAS and Youthreach so that parents can access **information** about training and education options. Allow young people to bring their experiences of FAS and Youthreach into schools.
- Creating ways to get **parents** together and involve them in the process. Parent's involvement in classroom can work well e.g. "Maths for fun". The role of informal sector is valuable in getting parents involved e.g. women and men's groups.
- Local education committees can help to get parents and young people involved. Special events are good for getting parents involved, first communion, concerts, etc.
- A system for passing on informal information to parents needs to be created. Information for young people and parents needs to be available e.g. apprenticeships.
- Second level schools should **link with employers** and businesses to discuss the

requirements for employment. The young people can then work to meet those requirements.

- Provide programs to train people:
 - business mentoring program,
 - scholarships/ support
 - Work experience highlighting what apprentices do
- Upon returning to education people need to be able to keep their **benefits**.
- **FAS should link with youth services** to develop practical programs.
- **Training young people** as leaders and capacity building. Young people's participation in groups is important.
- **Transition programs** work well. The possibility of transition year before first year should be considered, it could be viewed as a preparation year.
- The notion of **special needs** to be considered. There is a need to focus on broader aptitudes not just academic.
- **Special program in the Larkin College**, this is a good program aimed at young people with serious difficulties in the school system and assists in getting them to the Leaving Cert. There is community involvement in this program
- **Special needs teachers** and resource teachers need to be trained with community and youth sector involvement in this training. Training teachers to be team workers and to think outside the box. Joint training for teachers should also be considered and allow teachers to meet people from other disciplines
- **Cooperation** between schools, parents, students, and community and youth services is vital.
- Neighbourhood Youth Project 1 is a **good model of practice**, working with young people over the long term, inviting parents in one morning every week. There is a huge benefit for the young people and schools need to see the benefit of this way of work.
- Might be good to have specific social workers working with each school in an **holistic approach**.
- **Targeting those most in need**. Target young non assertive people who are falling behind or have special needs.
- Foreign nationals need a number of supports:
 - Language assistance
 - Psychological assessments
 - Psychological supports/ specialised trauma counselling
 - List of services that can be accessed by schools
 - Schools proactively dealing with cultural diversity- promote diversity
 - Racism prevention programs
 - Provide necessary training for teachers
 - Hold intercultural days in schools
 - Special needs

- Need for early assessments
- Need for extra resources
- **Dissemination of Information** to bridge the gap, one stop shop, outreach workers, information between parents/ relevant community and schools.
- Funding – more of it.
- There needs to be more **openness and transparency** from the Department of Education and Science.
- A **partnership approach** between community and Department of Education and Science which is community led must be fostered.
- Questions need to be asked about the withdrawal of **resources** from schools.
- **Voter Education Programmes** should be encouraged.



Maire Buckley, Education Workshop

A Diverse Community, A Better Community

Intercultural Workshop

Chaired by Tom Redmond

Facilitators Helena MacNeill, Riona Rochford and Pat Gates

Speakers from different communities started the workshop by talking about their impressions of Ireland.



Intercultural Workshop

Recommendations

1. Cross-cultural understanding and communication

- **Orientation Programme:** A Starter Pack with basic information should be developed. It should include information on rights, minimum wage, legal information, citizen's information. It should be multilingual with wide distribution in schools, foreign shops etc.
- The maximum use of Mandela House needs to be encouraged. The Multicultural Resource Centre should be resourced and made more visible.
- Events- Cultural Day/ weekend/evening- wide advertisement through schools etc.- food, arts, music
- All groups in ICON should get involved in events like the One World Week and Food Festivals and contribute to the organisation and funding.
- Folders with information of different cultures should be made available for anyone interested.
- The outreach work where in existence needs to be co-ordinated.
- Encourage ethnic minorities to access services
- Information Centre – One Stop Shop- Community Based Information Centre, informal meeting place
- Use the Action Plan as evidence for demanding more resources.
- Review existing research.
- ICON should make links with groups i.e. Polish, Multicultural Resource Centre etc. and create a forum to discuss issues. Use these links to exchange information, translate etc.

- ICON should encourage groups to have direct membership with ICON and build a resource to encourage state investment etc. What is in this membership for different nationalities?
- ICON must engage with these new groups to see what they need and to explain how our community development system works here etc. It is different from other countries. We have to forget the lingo and acronyms and go back to basics, like where our local groups started.
- Help build capacity to create an organised group so they have a voice and access to funding.
- How the state views these groups is important. Try not to think of how long nationalities will stay but plans must have a short term and long term focus.
- New communities should be invited to resident's Meetings to discuss problems, issues etc.
- Don't separate intercultural group with Irish group, the issues are similar and should not be addressed in a different structure.
- Confront racism at a national level, engaging with conflict face on, using tools to bring people together- conflict facilitation/ discussion.
- Use psychological tools in workshops to bring out honest and real issues, to have 'open' conversations – Encounter Group



Intercultural Workshop

2. Rights and Equality (including status, employment, housing, language, access to services)

- Identify and make a list of existing agencies that offer relevant information and contact numbers, location.
- Host a "Know your Rights" night.
- Educational/ training representatives from different cultures should be made
- *Employment:*
 - Raise awareness
 - Push for labour inspectors
 - Lobby for change in government policy
 - Spread information on wages, standards and pay

- There is uncertainty in relation to legal status. Information needs to be available on how exactly the work permit system works e.g. residency, 'green card' system etc.
- ICON should ensure everyone working in the area has this information and that it is available in plain English and in a way that people can easily access and understand.
- Rights and equality issues for new and old communities are all dealt with together e.g. work permits for migrants should not be exclusively an issue for new communities but incorporated into the debate around general employment standards.
- ICON should be supporting individually held work permits.
- *Housing*
 - House Inspection and regulation by Health Board is required.
 - Push local community to identify houses in a state and report them to Tenants Board.
 - The private rental situation needs to be addressed. ICON needs a policy in relation to tenant's rights and regulations and how they're being met. More inspectors are needed.
 - ICON should be a link between the Health Board and private landlords. Could we have a housing inspector of our own?
 - We need to develop a local community response to this rather than wait for state and legal system to pick it up- pick one block e.g. Buckingham Street and take photos etc.
 - How do you make private landlords accountable? They need something like tenants' charter to abide by.
- *Language*
 - Language classes at flexible times for migrant communities e.g. after church should be more readily available.
 - Voluntary outreach officer (with accreditation) could be a solution.
 - Put pressure on Schools to provide language classes.
- ICON should work to support migrant/ethnic minority led organisations
 - Demand they be resourced
 - Help make space available
 - Make links with organisations
 - Establish what is already happening
 - Involve Children in the Young People at Risk Initiative.
 - Identify issues of Common concern – discrimination; inequality, poverty; exploitation in health and education.

YOUTH EMPOWERING YOUTH



Youth Workshop

Background to Group

The ICON-Young People at Risk Project (YPARP) aims to reduce the number of young people at risk in the North East Inner City of Dublin through the development of an integrated programme of care. The project adopts a partnership approach towards the development and implementation of a strategy to integrate services targeted at young people at risk in the North East Inner City of Dublin.

12-18 Sub Group

The 12-18 sub-group is one of the sub groups within the overall YPAR structure. The aims of the 12-18 are.

- ❖ To involve young people in the ICON/YPAR process.
- ❖ To set up a youth forum in the NEIC.
- ❖ To organise meetings, activities, weekends away in conjunction with the young groups and young people involved in order to:
 - Maintain the interest of the young people currently involved in the process.
 - Set up a Youth Forum in the NEIC.

The group has been working together since 1st April, 2005, a consultation workshop was held at the Wexford Centre Project in Wexford. It was from this workshop that recommendations were developed and the group began its work together in an attempt to implement the recommendations and objectives mentioned above.

It was decided by the young people initially that the group would be a 'closed' group allowing

only the people already involved to take part. However, the young people were asked to reconsider this and a number of people took part in the session as observers.

WORKSHOP 1

Presentation of the Presidents Citizenship Awards by Ms. Carina O'Brien (President Mary MacAlleese, and Mr. Gerard O'Brien (The Lord Mayor of Sean McDermott Street)



The Lord Mayor of Sean McDermott Street

Workshop 2

Design of Logo for Youth Forum:

A number of designs have been developed and an event will be held in the future to decide which one is picked or to build on one of the designs to use as a future logo for a Youth Forum.

Workshop 3

An application form was designed by the young people for all organisations working with 12-18 years olds to facilitate a way of them joining a youth forum in the future as part of the process.

Workshop 4

Developing a Structure for a Youth Forum for the NEIC

A long debate was held as to what was meant by a structure, why is there a need for a structure, what about new people or groups coming into the existing group (how would this change the dynamic of the group). The young people felt that the Concept, "what is a structure", 'why you need a structure' and 'how to set up a structure' difficult and felt they needed more time to discuss this at the ordinary meetings in order to complete the task properly.

Launch of Youth Forum

The launch of a Youth Forum for the NEIC was postponed until the group discuss and dialogue further about their 'part' in any future structure, what role they would play etc.



Youth Workshop

Attendance

Jackie	Allison	Talbot Centre
Michael	Arkins	Belvedere Youth Club
Bernie	Arkins	Resident
Raluca	Auucufa	ARD Research
Elaine	Barrett	ASES
Paddy	Behan	Resident
Connie	Blackmore	Hill Street Family Resource Centre
Matt	Bolton	Dublin Docklands Development Authority
Fidelma	Bonass	Heath Services Executive
Marian	Bradley	Resident
Bernadette	Bradley	Inner City Renewal Group
Monica	Brady	Lourdes Youth and Community Service
Eileen	Breeton	Neighborhood Youth Project 2
Geraldine	Brennan	Resident
Mark	Brennan	Neighborhood Youth Project 1
Pauline	Brennan	Resident
Maura	Buckley	Former Home School Liaison Officer
Nicu	Burdet	Neighborhood Youth Project 2
Christy	Burke	Councilor
Maureen	Burke	Resident
Sinitta	Burke	Neighborhood Youth Project 2
Anne	Burke	ICON
Liz	Burns	Fire Station Artists Studio
Chris	Butler	Dublin City Council
Jackie	Byrne	Resident
Rose	Byrne	Resident
John	Byrne	Resident
Joan	Byrne	SAOL
Noreen	Byrne	Lourdes Youth and Community Service
Siobhan	Cafferty	SAOL
Gerard	Carney	Resident
Liam	Caroline	Store St. Garda Station
Sabrina	Carter	Resident
Pat	Carthy	The Cavan Centre
Michael	Casey	Salesians / Crinan Project
Ger	Cashin	After Schools Project
Fiona	Clancy	Inner City Renewal Group
Carmel	Cobury	Resident
Gillian	Collins	Belvedere Youth Club
Rosie	Collins	Resident
Raymond	Collins	Ballybough Youth Project
Eric	Collins	Neighborhood Youth Project 2
Dave	Connolly	Dublin Inner City Partnership
Marie	Conway	Resident
Fodha	Coogan	Neighborhood Youth Project 2
Merlyn	Cook	Lourdes Youth and Community Service
Carmel	Cosgrave	Resident
Linda	Costello	Inner City Renewal Group
Joe	Costello	Councilor
Emer	Costello	Councilor
Kathleen	Cotter	Cluid

Caroline	County	Resident
Lilly	Cummins	Resident
Ciara	Cunningham	SWAN Youth Project
Ann Marie	Cushin	Dublin City Council
Philip	Daly	Lourdes Youth and Community Service
Eamon	Deans	St Agatha's Hall
Anna	Denison	Resident
Angie	Donnelly	Community After Schools Project
Anne	Doran	Resident
Joe	Dowling	North Inner City Drugs Task Force
Maureen	Downery	Resident
Anne	Downey	Resident
Maureen	Downey	Lourdes Youth and Community Service
Bernie	Doyle	Resident
David	Doyle	Nickol Project
Denise	Doyle	Neighborhood Youth Project 1
Tony	Duffin	Ana Liffey Project
Tony	Dunleavy	North Inner City Drugs Task Force
Derek	Dunleavy	Resident
Brian	Dunleavy	Resident
Said	El Bouzan	Migrant Rights Centre
Graham	Emerson	Neighborhood Youth Project 2
Chrissie	Fagan	North Inner City Drugs Task Force
Terry	Fagan	North Inner City Folklore Project
Paula	Fahey	Neighborhood Youth Project 1
Michael	Falode	Neighborhood Youth Project 2
Joe	Farrell	Dublin City Council
Fergus	Finlay	Barnardos
Barbara	Finnegan	Resident
Joe	Fitzgerald	Resident
Kathleen	Flood	Resident
Rachel	Flood	Ballybough Youth Project
Sharon	Flood	Resident
Aileen	Foran	Resident
Marion	Foran	Dublin City Council
Caroline	Gardner	SAOL
Anita	Gately	North Inner City Drugs Task Force
Pat	Gates	Dublin Inner City Partnership
Majeci	Gendek	Migrant Rights Centre
Marty	Gibbons2	Resident
Marie	Gibbons	Resident
Charlie	Gibbons	Resident
Aoife	Gormally	Neighborhood Youth Project 2
Sadie	Grace	City Wide Drugs Crisis Campaign
Sharon	Grace	Resident
Helen	Grange	Resident
Kay	Grant	Resident
Tony	Gregory	Community Policing Forum/ T.D.
Teresa	Grey	Community After Schools Project
Ann	Grimes	Resident
David	Grimes	Ballybough Youth Project
Marie	Halpin	HOPE (Hands on Peer Education)
Anna	Hansard	North Inner City Drugs Task Force
Marie	Harding	ICON

Sharon	Harding	Resident
Leon	Harding	Resident
Kelly	Harrington	SWAN Project
Monica	Harrion	North Inner City Drugs Task Force
Brigid	Harris	North Inner City Drugs Task Force
Angie	Hart	Resident
Eileen	Hogg	Resident
John	Hogg	Resident
Robert	Hoolohan	Neighborhood Youth Project 2
Annie	Hopkins	North Inner City Drugs Task Force
Roy	Houlihan	Neighborhood Youth Project 2
Celine	Howard	After Schools Education Support Programme
Bernie	Howard	Crinan Project
Francis	Hughes	An Siol CDP
Kim	Hughes	Inner City Renewal Group
Leanne	Hyland	Wexford Centre Project
Noleen	Jennings	North West Inner City Network
Paula	Johnston	North Inner City Drugs Task Force
Lena	Jordan	O'Devaney Community Forum
Josephine	Kane	Resident
May	Kane	Resident
Pauline	Kane	Wexford Centre Project
Patricia	Kane	Resident
Marcus	Keane	North Inner City Drugs Task Force
Gus	Keane	Store St, Garda Station
Marie	Keegan	Lourdes Youth and Community Service
Betty	Kellegher	Resident
Sarah	Kelleher	ICON
Tina	Kelly	Resident
Gerry	Kelly	Dublin Docklands Development Authority
Elaine	Kearney	Resident
Paul	Kinlan	Adventure Sports Project
Margaret	Kinlan	Resident
Tanya	Kinsella	Resident
Bridie	Kirwan	Resident
Denise	Kirwan	Dublin City Council
Seanie	Lambe	ICON
Paul	Lambert	Dublin City Council
Sharon	Larkin	After Schools Education Support Programme
Tayna	Lawless	Cavan Centre
John	Leahy	Fitzgibbon St Garda Station
Sile	Leech	Community Policing Forum
Tracey	Lismore	An Siol CDP
David	Little	Young People at Risk
Joe	Lucey	Salesians
Mel	MacGiobuin	North Inner City Drugs Task Force
Alice	Maguire	Resident
Jackie	Maguire	Lourdes Youth and Community Service
Bill	Malone	Ballybough Youth Project
Michael	Malone	Ballybough Youth Project
Paddy	Malone	Neighborhood Youth Project 2
Sabrina	Mangan	Resident
Christine	Mangan	Resident

Chrissie	Mangan	Inner City Renewal Group
Celine	Martin	Cavan Centre
Sue	McAuley	Inner City Renewal Group
Ruadhri	McAuliffe	North Inner City Drugs Task Force
Fergus	McCabe	Community Policing Forum
Elaine	McCann	Neighborhood Youth Project 2
Joan	McCann	North Inner City Drugs Task Force
Mary	McCann	Resident
Theresa	McCarren	Cavan Centre
Patricia	McCarthy	Community Technical Aid
Michael	McCarthy	North West Inner City Network
Martin	McElvany	North West Inner City Network
Helen	McGrath	Fitzgibbon Street Garda Station
Sinead	McGrath	Resident
Maureen	McKenna	North Inner City Drugs Task Force
Jim	McLoughlin	Lourdes Youth and Community Service
Eddie	McMahon	Resident
Tessie	McMahon	Lourdes Youth and Community Service
Helena	McNeill	Lourdes Youth and Community Service
Edel	Meehan	Community After Schools Project
Ester	Meehan	Resident
Brian	Melaugh	North Inner City Drugs Task Force
Marie	Metcalfe	ICON
Angela	Trimble	Resident
Paula	Mitchell	Resident
Larry	Molloy	Resident
Kathleen	Molloy	Resident
Phyllis	Monaghan	Dublin City Council
Chrissie	Monaghan	Inner City Renewal Group
Cathy	Moore	Resident
Dominic	Morley	Resident
Siân	Muldowney	ICON
Peter	Murphy	Resident
Ann	Murphy	Resident
Ray	Murphy	Fitzgibbon St. Garda Station
Lucy	Murphy	North Inner City Drugs Task Force
Nadine	Murphy	Community Technical Aid
Collette	Murray	Pavee Point
Ruth	Murray	Community Technical Aid
Deirdre	Ni Raghallaigh	Dublin City Council
Ann	Nolan	Dublin Aids Alliance
Jimmy	Norman	Chrysalis
Patricia	O' Callaghan	Resident
Peter	O' Conner	Community Policing Forum
Marie	O' Connor	Resident
Carina	O'Brien	Community Technical Aid
Sheena	O'Brien	The Cavan Centre
Mary	O'Keeffe	Resident
Philip	O'Neill	Neighborhood Youth Project 2
Declan	O'Brien	Resident
Tim	O'Brien	ICON
Sheena	O'Brien	Cavan Centre
Jean	O'Connor	Resident

Maggie	O'Dea	Resident
Michael	O'Dea	Ballybough Youth Project
Jillian	O'Driscoll	Hill Street Family Resource
Molly	O'Duffy	Dublin Inner City Partnership
Paul	O'Halloran	Dublin City Council
John	Houlihan	Dublin City Council
Gerald	O'Meara	Resident
Gerard	O'Neill	Neighborhood Youth Project 2
Noel	O'Reilly	Neighborhood Youth Project 2
Fiona	O'Reilly	Resident
Aodhan	O'Riordan	Councilor
Maureen	O'Sullivan	North Inner City Drugs Task Force
Danny	Pender	North West Inner City Network
Sadie	Phelan	Resident
Pauline	Piggott	Community After Schools Project
Leonda	Piggott	Neighborhood Youth Project 2
Tom	Prenderville	Community After Schools Project
Anna	Quigley	Citywide Drugs Crisis Campaign
Jonathan	Quinn	Neighborhood Youth Project 2
Mick	Rafferty	Community Technical Aid
Louise	Rafferty	Inner City Renewal Group
Tom	Redmond	Participation and Practice of Rights
Kathleen	Reynolds	Resident
Riona	Rochford	Lourdes Youth and Community Service
Monica	Rock	North Inner City Drugs Task Force
Angela	Roe	Resident
Liam	Roe	Talbot Centre
Alex	Rotaru	Neighborhood Youth Project 2
Roberto	Samson	North West Inner City Network
Klaus	Schreiner	Neighborhood Youth Project 2
Thomas	Shaw	Resident
Una	Shaw	Resident
Ellen	Smith	Resident
Karen	Smullen	An Siol CDP
Paula	Taaffe	Resident
Christine	Taylor	ICON
Ann	Teeling	Resident
Barbara	Teeling	Resident
Geraldine	Toner	Resident
Angela	Trimble	Resident
Emma	Walsh	Resident
Mary	Walsh	Community After Schools Project
Bernie	Walsh	ICON
Ying Ying	Wang	Migrant Rights Centre
Diane	Welling	Resident
Jonathan	Whelan	Belvedere Youth Club
Marie	Whelan	North Inner City Drugs Task Force
Maggie	Whelan	North Inner City Drugs Task Force
Maura	White	Community Action Network
Tommy	Wilson	Dublin City Council

ICON is a forum where issues affecting the people of Dublin's North-East Inner City are discussed and agreed and joint action is planned. It is made up of community and voluntary organisations and individuals working and living in the North East Inner City.

The broad functions of ICON include:

- Acting as a source of information
- Campaigning and lobbying around issues identified within the community
- Encouraging local policy making through debated and discussion forums
- Promoting partnership approach between community, voluntary, statutory and business sectors
- Providing a catalyst to initiate relevant service responses to issues identified within the community



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