



CRC e-Bulletin

Community Relations Week 2010

A brief overview by Ray Mullan, CRC Director of Communications

Community Relations Week took place from 26 April to 2 May and had as its theme ‘Time to Change the Conversation’. With around 150 events taking place across all District Council areas this was an attempt to showcase current initiatives and encourage debate and discussion on good relations themes, particularly among young people.

As Duncan Morrow stated in the programme literature, ‘Changed Times require Changed Conversations’.

Media launches of the Week took place in Belfast, Enniskillen and L’Derry in partnership with District Council Good Relations Officers. Derry City Council took the opportunity to use the Week to launch its own campaign ‘Your Space or Mine?’ with forty events planned.



Youth Action’s Rainbow Factory performing—‘Eclipse, The Other Side of Peace’

Issue 18

May 2010

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Community Relations Week (contd)

CRC's flagship event of the Week was its annual policy conference held at the Odyssey Complex in Belfast and organised in partnership with Youthnet. The conference, 'Breaking Barriers Through Youth work', outlined how young people are critical to conflict transformation but often feel detached from any meaningful role. Engaging young people in tackling the problems of sectarianism, racism and segregation in our society needs to be a high priority. The scene was set at the conference by a powerful drama performed by Youth Action's Rainbow Factory, called 'Eclipse - the other side of peace'. This was followed by a DVD on discussions among young people on the impact of segregation on their lives. The conference included keynote speaker Paul Sweeney, Permanent Secretary, Department of Education, workshops and a question and answer session with a panel of politicians. Many participants took the opportunity to express their anger at recently announced cuts in funding for community relations youth work.

Many of the other events of the Week had a youth focus. The Unite Against Hate campaign launched an educational toolkit for schools to raise awareness of diversity and hate crime. A Northern Ireland Assembly Youth panel took formal evidence on the question of creating a shared future. In Lurgan a seminar 'Youth Workers on Parade' discussed how youth workers could engage with young people on the often contentious issue of parades. Also in Lurgan a youth resource fair by Youth Reach Project showcased existing community relations work with young people. In Omagh the local library displayed artwork produced by young people highlighting the need to produce an open, shared and peaceful society. Youth Action organised a Let's Talk event in Belfast for young people, including discussion about peace building, and in Newry held community relations workshops using creative art and music. In Lisburn the Irish Football Association held a Football for all Conference to discuss contentious issues such as sectarianism, flags and emblems that surround football.

There were many other events too that did not have a youth focus, too many to be noted here. For a journey through the whole programme visit the listing of events which will be retained for a short while yet on the CRC website. CRC thanks all those who organised events and hopes that those who attended will have found that the conversation has only just begun.

If you would like to comment or submit an article for this bulletin or advertise a community relations event or publication, please contact Patricia at poneill@nicrc.org.uk or Ellana at info@nicrc.org.uk.

Community Relations Award

The annual Community Relations Council Award for Exceptional Achievement has been given to two individuals who have shown a lifetime of commitment to healing the barriers of division in Northern Ireland. The Award was made to Mary Kelly and David Stevens at W5 in the Odyssey in Belfast during the keynote Conference of Community Relations Week 'Breaking Barriers Through Youth Work'.

Mary Kelly is a resident of Glandore in North Belfast where she has lived for the last 34 years. Hailed locally as a community hero Mary has been actively involved for many years as an unpaid volunteer in community development and cross-community relations work in the area. Recently Mary's house has been the target of a pipe bomb attack, producing outrage from both sides of the community and political divide and strong expressions of cross community solidarity and support for Mary's courage and commitment.

David Stevens is Leader of the Corrymeela Community the longest established peace and reconciliation organisation in Northern Ireland. David has been a member and volunteer at Corrymeela since his youth. As Leader of Corrymeela he has been instrumental in establishing the partnership of Irish Peace Centres and in the rebuilding of the Corrymeela Residential Centre in Ballycastle. In his many roles he has been instrumental in facilitating the development of strategic thinking in the whole area of community relations and prejudice reduction.

For more see CRC Press Release 27 April

<http://www.community-relations.org.uk/about-us/press-releases/item/155/award-for-pipe-bombed-community-worker/>



Mary Kelly and David Stevens receive the CR Award from CRC Chair Tony McCusker

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Compiled and edited by Patricia O'Neill and Ellana Tomasso

Good Vibrations

Unexpected late-March snow-storms turned the hills above North Belfast white, but at the Ashton Community Trust's refurbished 'Bridge of Hope' project the unveiling of new facilities for Victims and Survivors of the Troubles was hotly anticipated.

The refurbishment, made possible by a one-off capital grant under the Victims and Survivors Development Scheme through the Community Relations Council, has enabled Ashton Community Trust to add sound wave therapy to its menu of services.

The physioacoustic chair delivers low-frequency sound waves through specialised speakers placed throughout the chair; the sound waves scan and pulsate, resonating with body tissues to provide physical and mental benefits similar to massage. The technique can reduce muscle tension, relieve symptoms of high blood pressure, improve circulation and lower anxiety and stress by achieving relaxation of mind and body.

Complementary therapies have been at the heart of work with victims and survivors at Bridge of Hope because a common response to trauma is that people close down their emotional responses; this can lead to numbness and disconnection from people and the world around. Complementary therapies offer people a gentle and safe way to begin reconnecting with feelings – in their body and their mind. It is often an important first step enabling people to access other services such life-coaching or counselling that will help them make the transition from victim to survivor.

Despite significant levels of trauma-related anxiety and depression among men in North Belfast, their uptake of complementary therapies has been much lower than women's. When Irene Sherry, manager of Bridge of Hope, and her team first heard about the physioacoustic chair in 2005 they realised it could be the 'guy-friendly' alternative they were looking for. But it was only when the one-off capital grant scheme came about in late 2009 that the idea was able to become reality.



Gerry Kelly, MLA tries the new Physioacoustic Chair at Bridge of Hope. Purchased with Victims & Survivors Scheme funding via the Community Relations Council, the chair will be the subject of a pilot project to evaluate its effectiveness, particularly in reaching clients who are uncomfortable with other therapies.
L-R Irene Sherry and Paul Roberts of Ashton Community Trust; Gerry Kelly, MLA; Micháela Mackin of Community Relations Council.

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Good Vibrations (contd)

Speaking at the launch, Micháela Mackin of CRC said: “This might sound like a happy ending. But actually it’s just a happy beginning - because CRC’s commitment to this project doesn’t end with buying the chair.”

Over the course of 2010 CRC Officers will be working with the staff at Bridge of Hope to ensure use of the chair is thoroughly piloted and its impact with victims and survivors documented. Micháela explains: “More and more as a sector we are being called on to demonstrate both the value for money and effectiveness of our work. The Council is proud to have been able to provide the resources towards the Physioacoustic Sound Wave Therapy Chair and proud that we will be able to be part of documenting the benefits that this investment will bring to individual victims and survivors in North Belfast”.

As Gerry Kelly, MLA observed when he spoke: “What we see here represents the reality of OFMDFM funding in combination with the hard work of groups like this... The problems in this area are well documented; the work of groups like Droichead an Dóchais less so.”

Last year more than 3,500 people accessed Bridge of Hope’s services, including provision of up to 100 hours per week of therapies in a working-class community where people would not otherwise be able to access this type of support. With its prime location, established client base and high profile in the community through the wide variety of work it is involved in – the project is perfectly placed to trial an innovative approach like sound wave therapy as a means to engage some of the hardest to reach victims of the conflict. And to ensure that best practice is documented and shared.

Speaking to the practitioners, service users, politicians and funders who attended the launch, Irene Sherry said: “I want to pay a massive tribute to my own team here but also to the CRC Victims and Survivors team; their support has been phenomenal and made it possible for us to move forward in innovations and processes.”

Ashton Community Trust:

Since 1991 the Trust has been a focus for community-led regeneration and support in an area that has suffered high levels of violence and ongoing economic deprivation. Within one square mile of where the project is based 635 people were killed and more than 2,500 injured in the Troubles since 1961. A gun attack that took place at the Ashton Centre in July 2001 reawakened past trauma for many local residents and revealed a deep need for support in dealing with the emotional legacy of the stresses the community had endured.

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Staff Profiles

Maurna Crozier

Maurna Crozier retired in January 2010 from the staff of CRC after twenty years as Director of the Cultural Diversity Programme.

A social anthropologist by training Maurna has been closely identified with the work of promoting appreciation and understanding of, and respect for, the diversity of cultural traditions in Northern Ireland. She shaped and directed the Cultural Traditions Programme at CRC from its formation. A series of grant schemes were established: a Media Grant Scheme to encourage film-makers and broadcasters to explore cultural diversity themes; a Publications Grant Scheme to encourage local publishers to make accessible a range of books on the diversity of local cultural heritage; and a Cultural Traditions Grant Scheme to support cultural diversity projects from local voluntary and community groups. Maurna also introduced a number of programme initiatives such as the Symbols exhibition which toured Northern Ireland in the 90's and the use of the Media Grant Scheme to encourage Early Years Television to develop local programming for young children on cultural diversity themes.

For a time in the early 2000's Maurna was seconded to the Department of Culture, Arts and Leisure and also produced an advocacy document *Guidelines for a Cultural Diversity policy*. In more recent years she has been involved in commissioning films on cultural diversity for the classroom. Last year CRC published *What Made Now in Northern Ireland* which Maurna co-edited.

Maurna retires from CRC leaving a rich legacy of achievement and a firm foundation for all future work in building understanding and respect for diversity in Northern Ireland.

Jim Dennison

Jim Dennison joined CRC in November 2001 as Assistant Director of the European Programme having managed a large CR Programme in Cookstown District for the previous 2 years. He assumed the position of Acting Director in June 2002, and was appointed Programme Director in Jan 2003.

Jim was involved in all of the Peace Programme initiatives. He worked for 2 projects funded under Peace I and subsequently managed Peace I Gap funding, Peace II, Peace II Extension and Peace III at the Community Relations Council.

Latterly under Peace III, Jim oversaw the administration, allocation, monitoring and budgetary control of c £20M grant aid until the end of December 2008, and jointly managed a budget of £57M with Consortium Partners Pobal.

With the CRC, Jim led a team which processed hundreds of bids from a variety of organisations, funding over 200 interventions in Northern Ireland and the Border Region of the Republic of Ireland promoting peace-building and reconciliation work.

Jim left the CRC in February 2010 to work for the Chartered Institute of Housing – an international professional body, registered charity and not-for-profit organisation which exists to maximise the contribution that housing professionals make to the wellbeing of communities.

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Staff Profiles (contd)

Ali McAllister

Ali McAllister left CRC in February 2010 to take up a post of Programme Manager of RCN's Rural Enabler's Project. Ali joined CRC in 2004 as Project Officer with the Creating Common Ground Consortium to promote community relations through environmental projects with disadvantaged communities. She then went on to become CRC's first Shared Future Officer (later CSI Officer) which was established to assist in the delivery of *A Shared Future*.

The *Shared Future* policy was the result of an OFMDFM two year consultation process which engaged more than 10,000 people and was perhaps the most significant policy framework for improving community relations to date. Ali worked to assist Government in ensuring that each Department produced meaningful triennial action plans to match the aspirations of the *Shared Future* policy. She also worked with District Councils helping to put good relations at the heart of local Government.

Ali worked in partnership with a number of key agencies and individuals from across the voluntary, community and statutory sector on *Sharing over Separation* which contained research and recommendations on the key good relations issues, supplementing this later with research on the rural perspective.

The findings and recommendations helped shape RCN's Rural Enablers Programme which aims to assist, support and create the space for local communities and rural institutions to identify the barriers to reconciliation and anti-racism work. Ali's new post of Programmes Manager of the Rural Enablers Project will allow her to continue to develop this work further and strengthen the strategic partnership between CRC and RCN.

Sharing our space - overcoming division in rural communities

The experiences of the border counties

Baseline paper presented by Brian Harvey, Cavan, 29th March 2010 to a conference of Rural Community Network (RCN) and Community Relations Council (CRC)

Terms of reference

The general purpose of this paper is to present a baseline paper that:

- Explores the nature of division in rural communities and specifically the experiences of those from the border counties
- Investigates the concept of rural interfaces, if and how they exist outside an urban setting. Rural interfaces maybe related to town lands, extremely localized physical features, or a mindset that impacts on people's behaviour and social patterns.

The specific terms of reference are to study:

- The experiences of those living in communities on the border in relation to division in a rural context
- Experiences across the rural border historically and currently
- Current cross border activity in rural community development
- Issues of segregation, along and across the rural border
- The concept of rural interfaces along and across the border
- The perception of the rural border as an interface historically and if this has this changed since the Good Friday Agreement.

The paper is intended to provide a social research perspective on the experiences of the border, the sense of it as a large interface and the experiences of people in communities along the border. Its purpose is to build on recent research developed by RCN and CRC that explores the concept of rural interfaces. The two organizations are seeking to explore at these events the nature of division in rural communities particularly those on the border areas and counties and also to investigate if the concept of interfaces works outside Belfast and the urban areas - and, if so, what does it look like and how is it manifested.

To view the full paper follow the link below

<http://www.community-relations.org.uk/services/research-documents/item/39/sharing-our-space-overcoming-division-in-rural-communities/>

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Policy Update – April 2010

During April Assembly members submitted a number of questions which were of particular relevance to community and good relations. Below are some of the issues raised:

OFMdFM

- Detail funding distributed across Belfast to tackle racism (by constituencies).
- Detail funding distributed in East Antrim supporting victims and survivors.
- Detail funding distributed in North Down over the last 3 years to tackle racism.
- Detail projects initiated or funded in North Belfast since May 2007
- Should the Good Relations Strategy be extended to include other minority groups?
- Detail funding distributed in Lagan Valley supporting victims and survivors.
- The progress made on CSI should continue and would contribute to tackling social exclusion, poverty and infrastructural disparities.
- Elaborate on the work of the Executive sub committee on parading and will its work impact on the current marching season?
- Update on CSI - final version, publication and timeline for completion?

DARD

- How much funding has been set aside in the current or next financial year for a cross-border event to commemorate the famine?
- What type of contact has taken place between DARD and the Irish Government in relations to plans for a cross-border event to commemorate the famine?

DCAL

- What is DCAL doing to implement the European Charter for Regional or Minority languages regarding the Irish language (2005-2008)

DEL

- How is DEL ensuring that colleges and universities maintain a neutral working environment?
- What action has DEL taken to ensure that St. Patrick's Day celebrations in colleges and universities are carried out in a community neutral way?
- Detail total expenditure by DEL and colleges and universities for St Patrick's Day celebrations in the Holyland area of Belfast.
- Community background of 1st year intake students taking Bed and PGCE courses in Stranmillis over the last five years.
- Community background of 1st year intake students taking Bed and PGCE courses in St Mary's over the last five years.

DSD

- Update on procurement provision for 200 social homes on Girdwood site. How will DSD ensure social clauses are built into any procurement?
- Outline efforts to promote shared space within urban regeneration projects.
- Will the Minister confirm whether work is being done to find an agreed definition of shared space across all departments?

Assembly Q & As can be viewed on the Assembly website www.niassembly.org.uk

If you would like to comment or submit an article for this bulletin or advertise a community relations event or publication, please contact Patricia at poneill@nicrc.org.uk or Ellana at info@nicrc.org.uk.

Consultation Hub

Northern Ireland Assembly Commission – Consultation on Good Relations Action Plan. Deadline for responses is Friday 4th June 2010. To download the consultation document go to: www.niassembly.gov.uk/goodrelations.htm

OFDMFM - Consultation on draft of The Public Assemblies, Parades and Protests Bill (Northern Ireland). Deadline for responses is 1pm on 14 July 2010. To download the consultation document go to: <http://www.nidirect.gov.uk/public-assemblies-parades-and-protests-in-northern-ireland-2.pdf>

Good Relations Forum

The Good Relations Forum has published a Challenge Paper for Government entitled “**Ensuring the Good Relations Work in our Schools Counts - a strategy to meet our needs for the 21st Century.**”

For some time, the Forum has been looking at the role that our schools can have in promoting good relations and citizenship, within both the context of raising overall academic attainment, and of positively influencing community attitudes to better community relations. While there are many examples of good practice in place, where schools are actively promoting good relations, they are by no means universal across all Northern Ireland schools. The teaching of good relations in schools in many respects has remained a voluntary option, relying on the leadership, goodwill and partnership between neighbouring schools and communities.

The Challenge Paper suggests a different approach to the task of improving attainment in schools, within the context of addressing both equality of opportunity and good relations. It is hoped that the issues raised will contribute to the Department of Education’s review of its community relations policy, and to the Government’s Cohesion, Sharing and Integration strategy, which is currently in development phase and will shortly go out for public consultation.

The Challenge Paper is being launched at the Girls Model School in Belfast on Thursday 29 April from 2.30 pm. From that date, a pdf of the Challenge Paper will be available on the Council’s website.

A summary of the Challenge Paper’s recommendations include:

- Making good relations programmes a compulsory component in curriculum Citizenship programmes and ensuring good relations is mainstreamed across the school
- Ensuring good practice is shared and publicised, with schools that have been successful in cross-community initiatives acting as informal champions
- Building capacity in the skills and experience of teachers to address difficult issues such as sectarianism and racism
- The Minister and the Department of Education providing strategic leadership to ensure that the teaching and practice of good relations is successfully mainstreamed across all schools
- Identifying a long-term budget to support schools
- Targeted support for schools most in need
- Avoiding duplication of educational provision and encouraging greater collaboration, particularly on a cross-community basis – by using existing policies and practices that encourage collaboration
- Supporting communities and parents with good relations programmes in schools
- Keeping schools informed of possible options for collaboration, where schools are at risk of closure or new schools planned
- Providing incentives for greater collaboration across communities in terms of funding criteria and existing initiatives
- Setting targets and measuring outcomes to ensure greater collaboration takes place
- Making compulsory good relations programmes in teacher training colleges and encouraging the colleges to collaborate more on a cross-community basis.

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Northern Ireland Assembly Commission

Consultation on Good Relations Action Plan 2010-2011 period until 4 June 2010

The Northern Ireland Assembly Commission has developed a Good Relations Action Plan for the 2010-2011 period.

The Commission welcomes the views and comments of all interested individuals and organisations. A copy of the Good Relations Action Plan and consultation process is available on the Assembly website at:

www.niassembly.gov.uk/goodrelations.htm

or by contacting the Commission Support and Compliance Unit, Room 54, Parliament Buildings, Stormont, Belfast, BT4 3XX

equality@niassembly.gov.uk

Tel: 028 90 418 377

Fax: 028 90 521142

Text phone: 028 90 521209

Community Relations Council News

Community Relations Groups

We would like to update the list of CR groups on our website. If you are already listed could you check that your details are OK? If you are not on the list and would like to be please send details of:

Name of Group

Contact Name

Telephone Number

Email Address

Website

Status of organisation:

Number of staff:

Aims and Objectives

Projects and Activities

You can find groups listed at <http://www.community-relations.org.uk/services/community-relations-groups/>

Please send details to poneill@nicrc.org.uk or phone Patricia O'Neill at 028 9022 7500. Thank you.

Open Space

Visitors to CRC will have noticed that the Community Relations Council has reorganised its office space. This has left an informal area in Reception where people can chat before going into meetings. If you have an exhibition/photographs/or information about your group/work you would like to display here please contact Ray Mullan at rmullan@nicrc.org.uk

If you would like to comment or submit an article for this bulletin or advertise a community relations event or publication, please contact Patricia at poneill@nicrc.org.uk or Ellana at info@nicrc.org.uk.

Events

Down County Museum

Down County Museum, Downpatrick will be hosting the Ulster Sports Museum Exhibition from Thursday 29th April for a period of approximately 6 months. The exhibition will consist of over 80 profiles of Ulster's sporting greats and provides a sample of our sporting heritage.

Sport can be a major unifying factor in a divided society and recent examples of this is the dramatic increase in recent years of support for the Northern Ireland soccer team at "home" and "away" matches, the increasing number of fans for the Ulster rugby team, and the strong support for the Giants Ice Hockey team. An Ulster Sports Museum will develop a shared vision, acknowledging the cross border aspects of a number of governing bodies in the 9 county provincial Ulster and recognising sports achievements that united otherwise divided communities.

Mediation Northern Ireland

Post Graduate Diploma / MSc in Mediation Studies and Work-Based Learning

Mediation Northern Ireland, in partnership with Queen's University Belfast, are opening registrations for an innovative Masters programme in Mediation Studies and Work-Based Learning.

Based at Queen's this postgraduate programme is for experienced Mediators wishing to develop critical reflective practice enhancing individual, organisational and institutional capacity.

The course content will include:

- An historical overview of mediation
- Models of mediative intervention for systemic change
- International dimensions of mediation relevant for student Work-Based Learning
- Work-based research methods.
- A dissertation for the Masters level qualification.

The course will commence at Queen's in October 2010 and will be structured in three, one day block deliveries per module, on Thursday & Friday daytime and Saturday morning.

Further information is available on www.mediationnorthernireland.org or contact

Máire Patton, Mediation Northern Ireland (028 90 438614)

E-mail: maire@mediationnorthernireland.org

Events (contd)

Building Change Trust to launch strategy and programmes

The Building Change Trust has arranged 4 information sessions in May 2010 to launch its strategy and award programmes for the period 2010 - 2013.

Following consultation with the community and voluntary sector and internal debate, the Building Change Trust has developed a strategy and a number of associated award programmes for the period 2010 - 2013.

The programmes include Exploring Change and Deliver Change Award Programmes which will aim to support challenging and innovative projects within the community and voluntary sector which have the potential to highlight possibilities for the sector in the future.

The Trust will be making a limited number of awards for projects and expects to fund only the very best projects and develop meaningful and enduring relationships with those resourced.

Resources will not be available to continue existing service delivery within organisations.

Details of the strategy and programmes including guidelines and application forms will be available on the Building Change Trust website from 7 May.

Further information on the events which will take place in Belfast, Newry, L/Derry and Dungannon is available by following the link below.

<http://www.buildingchangetrust.org/download/1/BCT%20A4%20STRATEGY%20poster%20%282%29.pdf>

Spaces are limited and advance registration is required for attendance.

Dromantine Retreat and Conference Centre

Celebrating 100 years of ecumenical pilgrimage

President Mary McAleese and Rev Ruth Patterson, Director Restoration Ministries will address the gathering.

Venue: Dromantine Retreat and Conference Centre
Newry, Co. Down

Date : Saturday 8th May 2010

Time : 1.30pm –5.30pm

Admission is free but if you are coming please contact;

Dromantine Retreat and Conference Centre, Tel: 028 (048 from ROI) 30821964
Email: admin@dromantineconference.com

Events (contd)

Survey Skills Workshop in Belfast Facilitated by ARK, 18 May 2010

Researchers and postgraduates are invited to a very low-cost one-day workshop which provides an introduction to the various aspects of running a social survey. The 18 May workshop in Belfast will showcase the Northern Ireland Life and Times [NILT] Survey fielded by ARK.

To book a place on the workshop go to: <http://www.surveynet.ac.uk/ssp/workshops/bookingform.asp>

The workshop is part of the Survey Skills Programme, which is designed to give social researchers opportunities to gain first-hand insights into the social survey process in the 'real world' and to improve their skills in survey research methods. Survey Skills is open to post-graduate research students, academics and researchers from local and central government and other public bodies, as well as those working in the charity and voluntary sectors.

After attending a workshop, participants are eligible to sign up for up to 4 days of placements on different aspects of surveys - e.g. going out with an interviewer, working with a team designing a new survey etc. Workshops cost between £20 and £50 depending on employment status, and the further placements days are free of charge. Employing organisations will need to fund travel and subsistence but there is a small fund of money for travel support for those who are unfunded. We do want our workshops to be accessible to all, so please do contact me about travel support (or support with paying the workshop fee) if this would make it possible for you to attend.

For more details about the Survey Resources Network please visit our website: www.surveynet.ac.uk.

If you would like further information, please feel free to contact me at: beverley.botting@natcen.ac.uk

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Promoting a peaceful and fair society based on reconciliation and mutual trust

WWW.NICRC.ORG.UK



Posters available from CRC phone 90227500 and ask for Patricia O'Neill or Ellana Tomasso or email info@nicrc.org.uk

Events (contd)

New course in Equality, Diversity and Conflict Management Free 6 day course to start 25th May in Belfast

The Project: The Belfast Divercity Project is offering a new 6 day course exploring the issues of equality, diversity and conflict management. The course is being offered as part a wider project looking at the theme of shared organisational space. By shared organisational space we mean the development of collaborative working relationships across organisational boundaries and cultural differences.

The course: The course contains two units:

- Exploring Equality and Diversity (1 unit of the NCFE Level 2 Certificate in Understanding Equality and Diversity)
- Conflict Management (accredited by OCN at level 2)

In addition participants will be given the opportunity to experience of engagement with an unfamiliar culture, through a set diversity challenge.

The course aims are to:

- Support workers and volunteers in community and voluntary organisations to explore the nature and potential of equality and diversity
- Give participants practical skills in the management of conflict
- Give participants an experience of engagement with an unfamiliar culture, through a set diversity challenge
- Give participants accredited certificates that can be used for professional development

Who is the course for?

The course is open to anyone who:

- is interested in learning more about equality, diversity and conflict management
- lives or works in the Belfast City Council area
- works or volunteers in a community and voluntary organisation
- can commit to taking part in the 6 days of the course

Dates and how to join:

- Tuesday 25th May
- Tuesday 1st June
- Wednesday 9th June
- Thursday 17th June
- Tuesday 22nd June
- Tuesday 29th June

For a booking form contact Maura Kavanagh at the WEA, 90329718, maura.kavanagh@wea-ni.com.

Enrolment forms must be returned by Monday 17th May