

Community Relations Council



The Business of Peace

Working for a better future: Community Relations, Stability and the Economy

Policy Development Conference
Corr's Corner, Newtownabbey
Thursday 30th April 2009

Conference Report

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Programme

9.30am – 9.35am	Welcome – Catherine McKeever, Proprietor, Corr's Corner Hotel.
9.35am – 9.45am	Opening – Tony McCusker, Chair, Community Relations Council (CRC).
9.45am – 10.00am	Keynote Speaker – Sir Roy McNulty CBE, Chairman, Illex URC Ltd.
10.00am – 11.30am	Panel & Discussion. <ul style="list-style-type: none">• Peter Bunting, Assistant General Secretary, Irish Congress of Trade Unions (ICTU)• Ann McGregor, Chief Executive, Northern Ireland Chamber of Commerce• Garvan O'Doherty, Chief Executive, Garvan O'Doherty Group• Heather Moorehead, Chief Executive, NILGA
11.30am – 11.45am	Tea/Coffee Break.
11.45am – 12.30pm	Panel Feedback, Tony McCusker.
12.30pm – 12.45pm	Community Relations Award, Tony McCusker.
12.45pm – 1.00pm	Closing comments, Duncan Morrow, CRC.
1.00pm	Lunch.

Executive Summary

The main objective of the 'Business of Peace' Conference was to explore the relationship between investment, economic activity and stability with community and good relations. The Community Relations Council was keen to examine this issue for a number of reasons. Firstly the legacy of the conflict has had a devastating impact on many communities. It has negatively affected economic participation and growth. The segregated nature of our society has further contributed to the creation of barriers to economic activity such as mobility, accessibility and connectivity issues, therefore denying many communities and individuals the benefits of the peace dividend.

Furthermore, Council was keen to explore these issues from a business perspective and to find out how good relations could be incorporated into commercial activity through a number of models of best practice.

The Keynote Speaker was Sir Roy McNulty who is currently Chairperson of the ILEX Urban Regeneration Company and his contribution focused on the practical ways of incorporating good relations as a cross-cutting theme. He stressed the need to look at regeneration through a number of lenses and consider how it could tackle numerous problems i.e. economic inactivity, physical decay and its contribution to reconciliation by promoting a shared vision and plan for an entire community.

Further input came from private business, trade union and local government sectors. A number of issues came to the fore such as business development within a macro approach and the restrictive nature of micro planning. The business sector stated the key focus of businesses is to attract investment and create jobs, but there was also recognition that a lot of good work is happening in terms of good relations and corporate social responsibility is on the increase. There was however an acknowledgement that more could be done to promote good relations but that there was a need for an awareness raising programme with the business sector in terms of the wider community relations issues.

The Trade union sector stressed the continuing problem of sectarianism and racism and the need for a collective approach to tackle these problems. It also highlighted the necessity of involving communities in regeneration schemes. Their participation at the various stages of planning was crucial - local knowledge of need could not be ignored and they are best placed to provide solutions.

Local government input focused on the need to have co-ordinated and strategic planning which would mean the development of new partnerships. Community planning could provide that opportunity if the potential partners acknowledged the need to develop new ways of working together and incentivising these partnerships.

During the wider debate a number of concerns were raised. Firstly, that whilst everyone could see the links and benefits of promoting good relations to increase economic stability, it was very rarely included in strategies, programmes and implementation schemes. There were calls for more conversations like this to happen within, and between, the business partnerships. Other key issues were:

- Regeneration can incorporate business and economic prosperity whilst also addressing S75 inequalities and good relations.
- The need for business plans etc to include measures to address Section 75 issues. It is important to prioritise corporate social responsibility.
- Change current silo approach which does not facilitate change.
- Maximising opportunities for shared spaces.
- The creation of a shared vision between the sectors.

Participants of the conference welcomed the contribution from all the speakers which brought a new focus to community relations issues. There was a genuine call for this dialogue to continue and an agreement to explore avenues for addressing these issues to a wider business audience.

Following the panel input and discussions the presentation of the 2009 Community Relations Award took place. It was awarded to Jean Brown and Renee Crawford, Suffolk Lenadoon Interface Group.

A full account of the Conference follows.

Opening Comments/Policy Context

Tony McCusker, Chair, Community Relations Council

You are all very welcome, this Thursday of Community Relations Week. I'd like to take the opportunity first to congratulate the Chief Executive, Duncan Morrow and the staff of the Community Relations Council for all the work that's gone on this week and also to all the many organisations who have contributed to making this a really good week. I think one of the features of this week, compared to all the other Community Relations weeks that we've been involved in, has been the public notice that has been taken of what has been happening. I think we've probably had more media coverage and publicity than there's ever been. Some people might say that's because it's been a slow news week but I'm inclined to think there is maybe more recognition that there are good and interesting things going on within communities that are well worth reporting. Community Relations week provides that opportunity for the media to concentrate on what is happening within wider society, so my congratulations and thanks to all the staff within the Council but also thanks to the many organisations who have been organising events this week.

I think that today's conference in terms of the economic perspective is an interesting one, because we've had an ongoing debate within the council about how to get inspiration around different sectors in terms of recognising not only that there are issues to be dealt with but also that they can make a significant contribution towards peace and stability in Northern Ireland. One of the issues that always intrigues us is the notion of how you can actually get the economic sector more interested in the issues that are of concern to many of our communities. I welcome this conference as a significant start in that sort of debate. We have had discussions over the last year or so about different sectors and the economy and I think the message is starting to get home that community relations, good relations, equality, diversity and so forth is not just an issue for one particular sector, called the community relations sector. It is an issue for all of society and we all have a part to play and I think I've been encouraged by some of the responses that we've been getting over the last number of months and also by the response of the business sector in relation to us developing this particular conference.

The mantra that seems to dominate Northern Ireland these days is that we need to compete in a global economic context, but we can only do this if we ensure that Northern Ireland provides a dynamic context for investment where costs are minimised and the framework is stable and assured, and where education, skills, connectivity and infrastructure are all of top quality. All of these issues have been compromised to some extent by a legacy of division. A history of violence has deterred investment, threatened the quality of life, shaped mobility and deepened the cycle of deprivation and driven talent away.

The Community Relations Council is convinced that economic prosperity and the quality of life in the whole community are interdependent; inclusion depends on free and unhindered access to employment and the location of jobs in many of the most blighted areas. Sustainable sharing is a vital component in any economic strategy, not just a diversion of resources. Peace is an economic issue; the drive to prosperity is not an alternative to addressing division. The two must be tackled together to actively build a shared and better future and today's conference seeks to connect the imperative of peace building with the economic and social future.

Critically, what needs to be done by government and business to address legacy barriers and challenge? From a policy perspective economic development can be defined as efforts that seek to improve the economic well being and quality of life for a community, by creating and/or maintaining jobs and supporting our growing incomes in the tax space. Investment in Northern Ireland is necessary to meet this objective and if this objective is to include those most marginalised in this community, investment will rely on a number of things. For example, the skills available and the barriers to gaining those, things like low educational attainment, low educational aspirations, skills training and the continuing loss of graduates from Northern Ireland to the UK and abroad.



The legacy of conflict has determined the aspirations of many young people in single identity communities, where paramilitaries may sometimes be regarded as the role models. In addition there is an historical trend for many to leave Northern Ireland and never return.

The second area concerns location and the sorts of barriers that arise there - land availability, safety issues, lack of public sector land use in difficult areas and the impact of planning service awareness of shared future needs. Much of the prime land available in cities has a history of divisiveness and ownership by one community or the other. Physical interfaces are the focus of much land which could otherwise be available for development but it needs people to be able to recognise the opportunities. Is the government targeting areas that have suffered during the conflict or are they hoping that the economic boom will automatically attract workers from across the city to particular parts of the city? One of the challenges of the economic downturn is identifying what more needs to be done to target investment geographically, both in terms of quality and the legacy of the past. There was a conversation earlier in the week which essentially talked about investment in the city but it talked about the investment significantly in the east of the city and it imagined that all the investment would

essentially be in the East and that people in the rest of the city would essentially move across the city to the East but not actually look at investment in other parts of the city. Those areas that have traditionally been seen as the centre of the conflict actually do need the investment as well, not just the idea that you provide investment elsewhere in the city and they must move out of it to connect with it. The final issue that strikes me is one of connectivity and barriers, the nature of Northern Ireland has influenced a lot of the public transport arrangements and cross city transport and public transport is hindered by the legacy of structures that have emerged with the Troubles. In terms of the economy these are the sorts of issues that we need to get involved in. There is a willing from what might be termed the community relations sector and the wider community sector to also see what the wider economic issues are and what we can actually do within communities to encourage business to invest in those areas. We also need the help and support of the business sector to be able to do that, communities can't do it on their own. So the focus of today's conference is around the whole theme of the economy and how we can actually make a significant contribution to communities and to healing the divisions within our communities. We have a wide range of speakers here from different parts of the economic and support sectors but we're first going to hear from Sir. Roy McNulty, who in terms of what he is actually doing as a businessman has come to provide significant support for the development of Ilex in Derry. Roy as you know has had a glittering background in the business sector, particularly in the aviation sector and is seen as one of the leading advisers in the economy in Northern Ireland. We are delighted that he accepted our invitation to speak here today and to focus on what he is trying to do in relation to economic development in Derry.

Keynote Speech

Sir Roy McNulty CBE, Chairman of Ilex URC

Good Morning, I feel a bit like I'm appearing here this morning under false pretences; here I am giving a key note speech at a Community Relations conference to an audience which includes many people who are real experts on the subject and professionals in the field and I am certainly no expert on community relations. As Tony remarked I am a businessman so when I thought about what I had to say this morning I thought I'd start with something I do know a little about, which is regeneration in Derry and North West and if you bear with me I'll work my way around to the theme of community relations.

First of all a word or two about the role of Ilex, Ilex is the regeneration company for Derry and the Derry City Council area. It was set up in 2003; the role it was given is in three parts; first of all to create and promote a deliverable vision for the regeneration of the Derry City Council area, secondly to secure the commitment of all stakeholders to that vision and thirdly to pursue implementation.

A few words about what Ilex has done to date; in 2005 they published the first Ilex regeneration plan; in 2006 they produced the proposals for the first of the two big former army sites that Ilex is charged with. The first was Ebrington and in 2007 we published the proposals for the Fort George site. In 2009 the plans were announced, earlier this month, for the new foot and cycle-bridge across the Foyle. In parallel with the work related to the sites there has been quite a lot of work on site planning and site preparation and both of those sites have a long and in some cases fairly polluted history. Ilex has pursued a number of studies on the integrated transport strategy, the retail development in Derry, tourism and educational attainment and as well as that has been the project manager for a wide range of integrated development fund projects.

The big projects, first of all Ebrington, a former Army site which some of you are familiar with, the park you can see in the picture will be retained and restored. Behind it is a large area which is not very useable; former military buildings which are being demolished and the part behind it, the historic part, will be developed for a variety of economic uses. The Fort George is a different proposition, it is being completely cleared, it hasn't yet been completely cleaned because as a former dock yard and then used by the army, the soil contains all sorts of horrible things, so we are in the process of cleaning that up. The idea for George is to be an economic centre, a business sector, preferably towards the knowledge end of things. We have published the proposals for that and we are beginning a development strategy to take that forward. This month there was the unveiling of the designs for what was called the peace bridge although this being Derry, I'm sure we will have a debate about what this will be called permanently but it is a very important development, both symbolically joining the cities together and

getting over the diversion that to an extent the river creates, but also for maximising the economic value of Ebrington so that there is easy access to Ebrington as a centre that the whole community can access.

Looking at regeneration in Derry, we have quite a number of assets we can build on. The physical location of the city is outstanding; it's set in very wonderful countryside. We have potential to grow significant elements of the economy. Tourism I believe is an area of enormous potential for Derry, the retail sector needs refreshed and expanded, so that Derry has its proper place in terms of the economy around it. I think that we can build on a lot that goes on in the Arts and Culture field; we can build on a lot in the knowledge economy, linking with the University and other higher education assets. There are a lot of important planned physical developments like the sites I've been talking about, there are plans to improve the road infrastructure leading to Derry, and these will be major developments in terms of our infrastructure. Derry has a tremendously strong community spirit and I sense a very strong commitment from all of the local leadership to change the patterns of the past and to change the outcomes that we have had. At the same time Derry has some quite severe challenges, we have relatively low rates of employment, relatively low wage levels, relatively low levels of educational attainment within the working age population in the City and all of this translates into levels of deprivation that are unacceptable and poor life chances for many people.

Just to look at one of the trends, this is growth in employment over the last 10 years or so. You can see that some areas within Northern Ireland have grown quite fast, notably Newry and Lisburn and at the tail end of the field comes Derry and that trend will continue and Derry will continue to drag along at the end of the field. So last year after I arrived at Ilex I did a review of the way we're going about this regeneration task. My view is if we keep doing it the way we did before we'll come to the same results as we did before. So what we are going to do during the rest of this year is to do another plan; if you mention another plan, everybody in Derry moans and rolls their eyes because it would be fair to say that one thing Derry has not lacked in the past are lots of plans. The problem that we have is that there are too many plans, there are between 70 and 80 recognisable plans for Derry and if you look at the number of organisations pursuing them and because in Derry we are quite keen on our own opinions everybody is going in different directions. What ends up happening I believe is that we fragment our effort, we fragment out priorities, we fragment our co-operation and the end result is what we've got? So I'm quite keen on this Mark Two regeneration plan and we're beginning to assemble an organisation which I'll describe and try to do a better job this time round. One of the things I talk about quite often is "what is regeneration?" In most people's mind, and in my own before I got involved in it a few years ago, was that it was primarily about physical transformation. That's easy to understand, it's knocking down horrible old buildings or filling vacant spaces and putting up nice new things that you can see, that's easy to understand and to an extent that's what Ilex will be doing in

Ebrington, in Fort George and with the Bridge. Regeneration only works if you tackle the other aspects, its got to be economic renewal, its got to be physical renewal, its got to be social renewal and needs very importantly all of that done in a way that ensures gains and prosperity are shared with the most deprived neighbourhoods. The lesson from across the water, the lessons to an extent here in Belfast and in Derry is that it is very necessary but also very difficult, but it has to be part of the prescription as we put our plans forward.

In thinking about the plan, we need to bear in mind some important principles. I think we need ambition, I think we need to do some things that we have never tried before in Derry and I think Margaret Ritchie put it very well, a year or so ago when she said, 'our aim is to deliver in Derry, the best regeneration any city these islands have ever seen'. I am not sure that she or her civil servants had necessarily thought that through when she said it. I thought it was precisely the sort of think that we fix our minds on and deliver something quite extraordinary. Secondly we need innovation, a quote from Albert Einstein,

'Doing the same thing over and over but expecting it to give a different result is the definition of insanity'.

So if we're going to change the pattern that we have in Derry of lagging behind most other places, we are going to have to find some new and different ways to tackle the things we need to tackle and all of that is fine but we need to balance it with realism. We've got to have a plan that is deliverable and if I was ever to criticise some of the plans in the past in Derry, I think the biggest failing of all is that they never got delivered. So whatever we come up with as a plan this time has got to be delivered and we need to have the capacity to do that. We need to bear in mind that we are starting in the worst economic climate any of us have ever seen and that is just a fact of life that we're going to have to deal with.

I said earlier we're going to try and channel our energies in a somewhat more disciplined way than in the past, so we're in the process of trying to put in place an organisational framework that focuses everybody's efforts within one direction. A strategy board which we are evolving from the Civic Regeneration Forum with political, business and other leaders; perhaps with two sub committees, and an executive core team which comes from Ilex, Derry City Council and the North West Development office of DSD plus other Government departments whose co-operation we need. We also need a series of teams looking at issues under the economic heading, physical heading, community heading and a series of cross cutting teams. The shape of the plan at the top is an objective setting exercise; we want to look at what it would mean to do the best regeneration any city in these islands has ever seen. We want to look at what an economically sustainable city would look like and we want to look at what is being achieved elsewhere and set objectives accordingly. Then the elements of the plan will follow those three pillars, economic, physical and social and community. Under the economic heading we will be looking at education

and skills, enterprise and development, tourism, arts, culture and leisure and marketing the Derry opportunity, both to developers and hopefully some day for more inward investors. Under physical we'll be looking at transport and other elements of infrastructure; we'll be looking at development of the City region's assets, including the big sites. We'll be looking at the River itself as an asset, as well as the environment and its conservation. Under social and community themes citizenship and civic pride, health and well being, children and young people and what makes for a successful neighbourhood, but as well as that we want to pick up a series of cross cutting themes, very important things like equality, good relations, sustainability. The theme of ambition and innovation and improved external linkages with Belfast let alone Dublin, and London and other places to ensure Derry's position as the regional capital within the North West and the cross border links that go with that.

I said I would get round to community relations and where it comes in is now set out by looking at that slide in several ways. The balloons are to highlight the areas where good community relations have interdependency with the things that we need to do, in terms of a regeneration plan. So education and skills have interdependency with good community relations in terms of people's access to education and training, in terms of mobility of the workforce. It is a significant factor in terms of the development of the university at Magee and the attraction of students from across Northern Ireland and indeed from outside Northern Ireland to the university there.

Good community relations are very relevant to enterprise and development. Obviously in relation to investments, because investment both in terms of domestic investment and inward investment depends on stability and there is no doubt that the divisions of the past in Northern Ireland have been a deterrent to investment. In terms of tourism, arts and culture it is strikingly obvious that the development of tourism will be seriously inhibited unless we can show potential visitors that we have a stable, attractive, community that is safe to visit. At the same time further development and realising the potential of Derry's arts and cultural heritage and capability, again depends on good community relations. Even the effective use of leisure facilities and the development of leisure facilities and how they can be shared depends on good community relations. Similarly, marketing the Derry opportunity if we don't have good community relations, our ability to market Derry to potential investors, potential developers, potential visitors is correspondingly reduced.

Coming to the physical pillar, transport and infrastructure has an interconnection with good community relations; we need a mobile workforce, we need a mobile community and to that extent good community relations will assist us in relation to developing a transport support infrastructure which really serves our needs, but also making. When developing city regional assets, like Ebrington and Fort George, it's very important that we develop them in ways that provide shared spaces and are developments that the whole community can use. Of the most

obvious perhaps, the Peace Bridge is a very physical and important manifestation of the need to connect the two sides of the river in a much more united community. I debated as to whether I should highlight the river asset; I guess community relations isn't going to make the water flow any faster or make the river any cleaner but nonetheless the way in which we treat the river and the way in which we develop the City to prevent the river being the dividing line that it has been in the past is a significant issue.

Within the social and community pillar, I think it's clear that developing civic pride and developing the role of citizenship within the City will be much facilitated by having a community where everybody is bought into a shared future. Health and wellbeing, I think some people would argue, although I'm no medical expert that division and stress has an effect on health. In relation to children and wellbeing there are many important issues connected to good community relations, not least that young people take on the messages that the older generation give them. The state of community relations and having a settled and stable community is important in terms of retaining the best young people and Derry loses an awful lot of the best of young people, which leads us to the workforce composition that I touched on earlier.

Finally, within successful neighbourhoods, there is a lot to do, particularly in the neighbourhood renewal areas and I believe the chances of success in our endeavours do depend considerably on improved community relations.

So in summary, there are a lot of interdependencies between good community relations and improvements in that area and the things that we need to do to achieve really successful regeneration in Derry. It is not an optional extra; it is absolutely part and parcel of the whole plan of what we need to do. And finally just to touch on a couple of other interconnections, the link between good relations and equality. Some people have argued to me that these are either / or and I've seen some debates that are even to an extent in opposition to each other and I don't see it that way. To me these are partner themes, we need to make significant progress on both of them and if we make significant progress on both of them, then we have a decent chance of delivering what we want to deliver.

And finally, ambition and innovation, throughout the whole of this planning process we intend to set our sights on creating a new future for Derry. By doing some things quite differently and achieving some quite different outcomes. I admire the work that many people are doing, in many ways its heroic; we need to do more and we need to do it better because the results that we need have got to be far in advance of anything we've achieved before.

Coming to the bottom line, business people always love the bottom line, looking at this regeneration task that we are setting ourselves in Derry, good community relations is one of the key enablers for delivering successful regeneration in our

City. It has to be in the main stream of our thinking, it's not an optional extra out to the side. We in Derry, and indeed in Northern Ireland, need to work together to make a reality of the executive's vision of a shared and better future based on tolerance and respect for cultural diversity and I believe that is possible. Thank you very much.

FEEDBACK

There followed a short question and answer session between the audience and Sir Roy McNulty.

Questions covered issues such as:

- Ensuring the river asset is accessible to everyone and is maintained as a shared space
- How the river asset could be used successfully as a driver for social and economic outcomes.
- Creating the right balance between public and private use of regenerated space
- The creation of integrated transport strategies that enhance connectivity and mobility across the city.

Sir Roy acknowledged the need to strike a balance between private investment and the needs of the community, ensuring that all aspects of city life are enhanced through economic development and enhancing public spaces. Sir Roy believes that in Derry an integrated transport system has the potential to change the traffic patterns radically and also to relieve the burden, particularly of car users the centre of the city. It is important to look at plans as a whole; they need to be thoroughly consulted with community interests and people who understand what the local communities need. Of course financial costs will be incurred and this also has to be considered.

Overall participants were pleased that Good relations was identified as a cross cutting theme in the regeneration plans of ILEX and the discussion highlighted the need to have good relations as a principle whilst also developing good practice as well as measured outcomes. There was encouragement of this approach and many supported its continuation.

Panel

Each panellist was provided with a briefing and asked to consider a number of questions relevant to their sector

Peter Bunting, Assistant General Secretary, Irish Congress of Trade Unions (ICTU)

I feel like I'm addressing the converted anyway because you people are probably more engaged at a ground level than I would be, although obviously I have a great interest in community relations in Northern Ireland. The Trade Union movement represents somewhere in the region of 250,000 people across Northern Ireland, with members of all religions and none, and of all politics and none. So in one sense it gives you a good place to start from and there is an appreciable recognition of the role of the Trade Union movement across Northern Ireland and its independence. Having said that of course, it's also a fact of life, that the Trade Union movement, like everybody else in our society is not bereft of its sectarian bigots and is not bereft equally of that at times as well. Certainly around the 50s and 60s what could be designated as Protestant Trade Unions and Catholic Trade Unions and that's a recognition that is seldom given by our own Trade Union movement and it's something that we have been striving to combat over the years. In one sense you would all know I'm sure where the designations are yourselves, having lived here probably longer than I have and knowing the history probably better than I would as well.

Let me just in answer to the first question, how does violence and the threat of violence impact on workers? I think we all know the answer to that. Violence and the threat of violence towards workers have a detrimental impact on the health and well being, either physical or mental, of workers. It impacts right across the lifestyle and the life aspirations of workers. It inhibits, in many senses as well, labour mobility because I think there is a high gap and there is a huge lack of what I would term socialisation. So if a young person from East Belfast or from West Belfast succeeds in obtaining some degree of employment in respective areas they have a difficulty when they go to these particular areas of the city because in many senses it's alien to them and they have this prejudice; they have this view and misconceived concept of the other side and have a huge difficulty then of identifying and working in a normal relationship. I'm always reminded of Pete Shirlow's survey from around 2002/03, where 68% of 18-26 year olds who were surveyed had never met a person from the other community. That is a very sad indictment and again emphasises the huge difficulty and the huge challenge we all have in relation to building an integrated society.

In many senses the Trade Union movement has its resonance which is about enhancing the quality of life of workers. It's about building social solidarity and social cohesion and we can't do that under any cloud of violence or threat of attack, so that's quite simple. We also have to recognise of course the recent attacks and the anti-racism which is quite broad in our society and again that has

an economic impact for certain groups. Many of whom of course are here to work; some of them of course are here to do the jobs which the indigenous population won't do for whatever reason. Some of them are here as European citizens and are quite entitled to come here and to work as the Irish have worked, not only in Europe but across the rest of the world. I always find it a bit ironic that people from this society have a view of other ethnic groups coming into it. All of us, well certainly in my family, my own father had to leave Northern Ireland to work in the shipyards in Glasgow and in Newcastle and he tells friends the horrendous stories of the 'No Irish, No Dogs Need Apply' in seeking employment in England and I always find it rather strange that here's the Irish, and you'll find an Irish person everywhere no matter where you go in the world, and yet we are attacking people from other nationalities who come here to work and to contribute to the economic well being of our society and that's something that we must challenge in all that we do.

I just want to reiterate the support about how equality and good relations can be pursued or can they be pursued together. I suppose at its bluntest level, it is impossible to have good relations if people are suffering from inequality, from poverty, from unemployment, illiteracy, poor health and social exclusion. You can't have good relations if you are suffering from that - it stands to reason. So in many senses what we at the Trade Union and Congress would believe is that we need a strategy to improve relations. That strategy must be based on respect for human rights for everyone, including political and economic rights; a greater effort to tackle poverty and social disadvantage, a primacy for the principle of equality, open and accountable public bodies, so that it is clear where the priorities for action and expenditure are and where the resources are being allocated. It must recognise the importance of all forms of equality, not just on grounds of politics and religious beliefs but also gender, race, disability, sexual orientation and of course age. The Trade Union movement would have an agenda of pluralism, that again is something that is well acknowledged, but I also think in terms of tackling the inequalities in our society we also have to acknowledge that all of us have to overcome our own prejudices in pursuit of that pluralism. It also quite an opportune time to note as well, that sectarian and prejudice is not by the way confined to the working class. In many poems you read about sectarianism everyone seems to project it down among the working class and those in the golf clubs and the rugby clubs are absolved from having any prejudice in their body - we all know of course that is totally untrue. I think what we need to do, is to create space for the plural identities within our communities, the right to be a Muslim, a Feminist, a Christian, a Gay or a Catholic and a Unionist together. What's the difficulty? We need to recognise that right and give that person the right to do that.

How do we avoid Executive gridlock on sectarian issues? I think that is really a matter for politicians and sometimes you would despair of the political climate in Northern Ireland. Government departments and their agencies and statutory bodies must lead on actions to tackle the roots of sectarianism, including those

created by structural sectarian inequalities and they must of course promote equal treatment for all. We have to ensure that religious and sectarian stereotypes do not influence policy development and decision making process. You have to be very careful about public policy and where it is and how to tackle that. Some people may find this simplistic but I think we should and certainly in the UK government, remove the bar on Catholics ascending to the monarchy which is a law which reflects an unwritten constitutional development through custom and practice over centuries. It is an elevated form of what we would call canteen culture. We should also look at the row over civil partnerships and provision of services by Christian groups who also have a right to discriminate against lesbians, bisexuals, gay and transgender people. I find it rather strange that a Christian in any sense can discriminate against anybody, and I find that it really flies in the face, and it is a contradiction against Christianity.

There is also an issue about British jobs for British workers and we know the reaction in GB to that remark. We in Northern Ireland must reject the myth of displacement of employees here. ICTU have a migrant worker on a project in Northern Ireland, to create employment rights clinics for migrant workers. I have to say that with hindsight it was something I'd rather not have engaged in, because we have given hope to members from ethnic communities and we were overrun with cases of huge exploitation going on right across Northern Ireland. We can't because of our employment rights system in Northern Ireland get them access to justice and we don't have the resources to represent them adequately where they need representation. Society needs to realise that people are being paid lousy wages by a minority of irresponsible employers, not because these people need less to live on, but because those employers that carry that sweat shop mentality think they can get away with it. No one craves exploitation except the exploiter, the one thing that they like and prefer is a divided work force and if there is one thing that a century of grappling with the opium of sectarianism has taught us here, it that when prejudice sweeps on to the shop floor, we, the workers lose. We cannot afford the irrelevant distraction of loathing our neighbour; racism isn't only wrong, it's counterproductive, even for the racist. German Socialist, Anton Babel, once referred to anti-semitism as the 'Socialism of Fools', the idiotic belief that all Jews were rich, therefore an attack on poor Jews was a blow for poor workers - it's a contradiction.

So what practical steps are required to make progress, even now? We must continue to make progress, particularly now on the Bill of Rights. We need to get away from the sectarian argument as to whether it is a Protestant or a Catholic Bill of Rights or whether it is a Bill of Rights for everyone. But there is deliberate confusion sown, particularly among people from Protestant/Loyalist/Unionist communities that the Bill of Rights is some form of Catholic workers' agenda - it isn't. It is something in all our interests. I think one of the difficulties we have to progress in Northern Ireland is the lack of relevancy of our political institutions. They are in a unique position. Obviously we all recognise the fact that they are dealing with scarce resources and funding, and there is huge competition for a

very small pot of money but they can certainly, maybe the employers will disagree with me, ensure that they pursue collectively a Bill of Rights. They can certainly change the employment rights - they have autonomy on drafting and enacting legislation on employment rights, so that those workers who are exploited can access justice. This should not be via a costly industrial tribunal system, where if you are not organised and are unable to fight a lengthy legal battle, then you will not get justice; you will not get adequate redress to whatever grievance or dismissal which is forced upon you. Government could introduce, for example, a workers protection fund, similar to the pension protection fund which is EU policy. We could enact legislation on that whereby the workers e.g. Visteon workers, become the preferential creditors. Why can't we do something like that which creates a relevancy for our politicians and protects the rights of workers?

Progress should be about building the relevancy, particularly for those in the disadvantaged communities across Northern Ireland. Bill Clinton emphasised at some stage or other, 'that it was the economy stupid!' Well our view is, that in Northern Ireland its education stupid, because we can't build an economy unless we have an educated workforce. 47% of our children leaving school without the requisite 5 GCSEs to put them into some form of a labour market; it's a blot on our society and we can never achieve a Northern Ireland economic dynamic with that level of uneducated people.

The last thing I'm going to say is that there is hope. The Trade Union movement looks for social integration, educational integration and economic integration. We have had many rallies over the years against sectarianism and against paramilitary groups and at the last rally after the murder of the two soldiers and the police constable we brought the political classes and the working classes together, representing every political party for the first time ever at one of those rallies and it happened this particular year. In that sense I think there is hope. Thank you.

Ann McGregor, Chief Executive, Northern Ireland Chamber of Commerce

It's good to be here this morning, as Roy said community relations wasn't his area of expertise and it's not mine either, although I've had some limited experience within Business in the Community. I just want to say a little bit about the Chamber of Commerce before I proceed. The Chamber of Commerce was actually established in 1783, and was based on business development and philanthropy in Belfast at that time. We now cover the whole of Northern Ireland and have about 1,200 members. We try to represent small, medium and large businesses so we have messages coming from three different sectors. Our focus, our unique selling point, which differentiates us from other business organisations, is the fact that we focus on business, export development, trade missions, export documentations etc so it really is about helping businesses grow and increase their productivity. We also work with our colleagues in the Business Alliance, CBI, the IOD and the centre for competitiveness to lobby

Government on policy issues that are relevant to business. Businesses do join our organisations and do help us support and influence.

So, does the business community accept the connection between peace building and sustainable economics, and if so how do we articulate this? Does business see a role for business in supporting social cohesion and building peace in interface areas? Does business seek to maximise the opportunities coming out of peace and building the business environment in all of those shared spaces and do we agree that business impacts on economic life? Quite simply the answers to all those questions from our perspective are, yes. The majority of businesses are convinced that economic prosperity and the quality of life for the whole community are interdependent. We recognise that investment is dependant on stability so we need our peace and we need our structures of peace. We believe that inclusion depends on access to employment, for those from the most blighted areas and there is no doubt that violence and the legacy of violence has had a negative impact on the economy. Last year there was a lot of publicity around the investment conference. Michael Bloomberg, the Mayor of New York, was one of the key speakers and at that he talked about how Northern Ireland has a lot to offer but that another important step is needed. That was removing the barriers - in the interests of people, peace and prosperity. As soon as the physical barriers as well as the psychological barriers are down, the sooner the floodgates of private sector investment will open.

Those observations underlie the reality that the removal of barriers is not merely an issue of public morality or political preference but is ultimately connected to the Northern Ireland Executive's core priorities of sustainable prosperity - the elimination of poverty and the equality of life. Investment will not return to areas impacted by violence unless steps are taken to improve safety, to remove intimidation and change the image of communities that are at risk. From our experience of businesses that we deal with, there is strong anecdotal evidence which would indicate that successful companies are really aware of the local wider communities. They do know what is going on in their communities and they recognise and get involved in communities and these issues provide companies with an insight into hearts and minds of their employees and their customers. It allows them to make a positive impact on communities and their businesses. Businesses provide different types of support across Northern Ireland, and particularly in interface areas, they get involved in initiatives which raise the levels of skills and achievement in young people, ultimately trying to remove barriers to work. They also support major physical, economic and social regeneration initiatives, they encourage diversity through role models and they contribute to the resolution of contentious issues. Garvan is going to be talking here today about the work he did with the Parades Commission, I'm involved, along with a number of other business people, in the organised crime task force in Northern Ireland, which is looking at all the issues in the communities around organised crime.

Business is there but sometimes it's not as visible as it should be. Business leaders were involved in major projects and there are lots of examples. For years the International Fund for Ireland, which is private sector led, has been working in the physical regeneration of communities. I'm really quite pleased now to see that they are focusing more on peace building. Atlantic Philanthropies is very quietly, very subtly working across Northern Ireland and doing a lot of supporting work in Lenadoon for example. We also have businesses involved in the whole social economy network. Northern Ireland has thirty two Enterprise Agencies; all of those have Boards of Directors between five and ten people. All of them are business people and in the last five or ten years have created about five or ten thousand jobs in Northern Ireland. Individual companies are engaged in a range of various things, and this is just a flash of some of the things: Phoenix Gas last year spent about three thousand hours volunteering within their local community and they've developed some apprenticeship schemes for people who haven't got the skills to meet some of their recruitment criteria. FG Wilson has been doing a lot of work in Larne around IT in the community and supplying Directors for community based organisations; they also do diversity training in the workplace and hopefully some of that diversity training seeps out into the community. Nortel have something similar but they have a big focus on employability. Foyle Food group in Derry are supporting the integration of migrant workers in their area and Peter has alluded to some of the issues around that. Monster Sims is into local sourcing. Ikea, as a company, have a culture which means they want every individual employee to reach their potential and to value their diversity. There is four hundred staff at Ikea and that culture in the workplace should seep out into the local community. KPMG are also involved in Time to Read, 'Adopt a School', helping out with school management issues, and re-skilling in literacy and numeracy areas. .



There is still more to be done, we are very sure of that. Our political representatives need to develop more ambitious plans to underpin our co-existence and it should have a cross-departmental focus. I think one of the biggest challenges in Northern Ireland is that you have to deal with lots of different departments doing lots of different things; there is a lot of bureaucracy and it is sometimes difficult to get to where you want to be. There is duplication of resources and I think that's the same in this sector. As business people you would expect us to say that the social agenda does require the creation of wealth to pay for it and wealth flows from economic activity. These things all need to happen together, rather than separately and nobody can do it on their own. So political, community and business leaders need to join forces to achieve a more inclusive society and I suppose for us in Business in the Community, whilst our members are doing quite a lot, we tend to focus on export and business development. We

probably need to look at how we, like other business organisations, complement that and can do more, so we want to explore the potential for a more coordinated approach.

How could business have more impact? As I said earlier its anecdotal information we have, not any concrete empirical evidence. Also businesses have a powerful lobbying capability. We have the Economic Development Forum, the newly established CSAF established by OFMDFM, and we have the opportunity to meet Ministers etc. We're not just about business but we're about the economy and what we could do is advocate a few key policy messages from this sector around good relations and equality. This is something that needs further exploration between our sector and the Community Relations Sector. Thank you.

Garvan O'Doherty, Garvan O'Doherty Group (GOD Group)

Derry is very interesting because of the fact that Derry sometimes leads the peace. In the mid 80's in Derry we were ahead of the North in terms of things calming down and stability coming into the communities, possibly because we were broadly Nationalist and possibly because we were near Donegal but we did have better working relations with a lot of the Loyalist and Protestant communities and I think throughout the years was unique in that way.

Garvan gave an overview of the type of businesses he owned and ran, which includes the recent opening of a hotel in the Waterside area of the city. He went on to say "Derry/Londonderry - and I don't care which you call it, and I come from a strongly Nationalist background; I think it is important that we get this name tag scenario right out of our mind - is divided by the Foyle, between the Waterside and the City Side so we'll have hotels on both the Cityside and Waterside and we are currently spending about 2 million pound on this property to re-open it. Although we're always looking for Foreign Direct Investment and people to come into the North, there are lots of entrepreneurs spending money. In the last 5 or 6 years we spent 30 million pounds within Northern Ireland itself, so don't look to America for all your answers, look inwards. We have a lot of capability within our selves and sometimes we don't look to the talent within.

I have been involved in the Port and Harbour for a number of years. In the past 10 years the port has grown from strength to strength. It is a very strong cross community enterprise and a very key infrastructure development for Derry for the future. I have also served on the Strategic Parades Review Board, which is distinct from the Parades Commission, in that it is challenged with coming up with solutions to the parades and actually the solution is there. What we have to do now is get the other pieces of the jigsaw in place and then the whole thing can be wrapped up. There is fantastic community support for this, fantastic cross party, cross community, cross paramilitary, cross everything, integration in terms of delivering this plan. I would be quite surprised when you see the likes of Eames/Bradley's proposals; it seems to be they didn't do the ground work. They

didn't go into the community, and they didn't immerse themselves as to what the solution was. The answers are staring us in the face, it doesn't take rocket science to sort the North out and as I come onto the parades issue hopefully you will get a bit of a taste for what that is. I have a colleague who works with Creggan Enterprises, who does fabulous work within the social economy sector in Derry and in Belfast and across the North; he is a very fine gatekeeper for the social economy sector.

In terms of parading in Derry we opened another hotel which we still own but lease out in 1996. During 1984 – 96 it was a fairly stable time for the business but during Drumcree tensions rose across the North. The parading issue became a focus for residents groups, and I was trying to develop the city. There were lots of people, including Michael Doherty and others, working with community groups in the city. Selfishly I got involved when I got cheated off watching the image of the white ford transit van burning one December with the Christmas lights on at the Guildhall. This was the picture which was sent throughout the world of what Derry was about and I just got cheated off with the whole aspect of what all the politicians were going to do but not delivering the results. So in 1997 myself, and another guy, got involved; I went to some very murky meetings in some very murky places. Basically I had very strong cross community knowledge, again referring back to the fact that the City Walls are small with a 105,000 population. In the Waterside area it's 50/50 Nationalists and Unionist whereas in the City Side it might be 95/5 (not completely accurate but close enough). What happened was both the Apprentice Boys and the BRG had a common goal and the City had a common goal, we just wanted to get a solution to this issue.

So selfishly I became involved along with another chap. We got a mandate from the politicians to stay away and give us a clear pitch, alongside that we got accused of 'what right have you got to negotiate on behalf of people' so what I did was, I sent out 1,000 questionnaires to business groups, 1,000 questionnaires to community groups, funded it myself to keep it independent from the Parades Commission so it could not be seen to be corrupted by government or whatever. We got a mandate, we got 25% response rate which is quite high for questionnaires by post, and we got a lecturer at the University of Ulster to independently canvass it. It found 95% support for the system which we used under the auspice of what was then the City Centre Initiative, we then flipped it over to the Chamber of Commerce and that was to give the Loyal Orders cover which they quite properly needed at that time, because the Apprentice Boys with Willie Hay, Billie Moore and Alasdair Simpson were very brave people in terms of moving into a process. So we began the process by identifying needs, a mission, a methodology, and how it was going to be delivered – basically a game plan. We used the Trinity Hotel as a base and brought the two sides together for preliminary talks to try and establish what the framework was. We taped the conversations, we had a secretariat, and when the meetings took place each party was given a tape recording of the meeting,

alongside a written draft of the minutes of the meeting, and that was the situation for most meetings. Quite often, before the meetings took place, we knew what we were going to discuss and we knew what the thought pattern was so that no one was going to be surprised when the process took place.

The solution was self evident, so it was very easy to come up with a methodology of moving forward, which is basically dialogue, communication, involvement and what is the way forward. So in terms of my involvement with the process for the parades, that's how I got involved.

There is quite clearly a connection between peace building and sustainable economics. It is self evident - get ourselves sorted out and the economics will come. The social economic aspect is where the focus needs to be for the future; this is where our energies must be directed. Business can play its part. Suffice to say that after the 1994 ceasefire tourism jumped 20%, then unemployment dropped by 11 ½%, and over 30 million pounds in new investment came in. Some statistics currently for tourism are that, in London it brings in £20 billion pounds per year, it is 14.4% of their GDP. In the North its maybe 3% of our GDP, in the South it is 7% of their GDP - so tourism represents a very significant indicator. In fact when I was in New York a couple of weeks ago, I was paying the tax on the hotels, that Duncan talked about forty pence and I was shocked how many taxes I had to pay! But it really is a very good idea in terms of being able to have income to put the funds together. What I find quite frustrating is that the City Councils that are charged with delivering the festivals and the functions are woefully inadequate in terms of their services and their skills in delivering. So I think in the North in terms of moving forward, we have to demand the best in terms of excellence across all our public and private and community servants. Going back to the quote at the start, quite often community groups look to what others are going to do for them, what are you going to do for yourselves? You can't expect to get a solution dropped on to your knees. It's interesting that one of the big bones of contention in Belfast is the Gasworks and one or two of the employees from the local area who get employment in the Gasworks development. The solution may be not to necessarily direct employment within the developments that take place for the communities but that the communities get a spin off from the wealth that is created by that area and that is injected into the community. It doesn't have to be direct employment face to face but it could be certainly sharing of the wealth by some form of levy or some form of creative way of raising funds to allow the communities to benefit. Just to ask for jobs in terms of development, which hinders development in itself is not good enough and the raw capitalist extreme of what's happened in the Gasworks is also not acceptable. It's about getting the balance and about getting equality which we've already talked about.

In terms of peace building as such, we go for political security, but economics plays a crucial role in peace building. The key is I'm getting less in favour of democracy and more in favour of benign dictatorship! Because I think we've

talked about it that much I think we should empower people to get on with it. It was very interesting when I was in New York two weeks ago and got into a discussion about the grid street system. The city rolled out the grid system in the early 1920s and that's why there is Central Park and a very simple traffic system because the community realised they were going nowhere and they empowered one man to come up with a solution which they drove forward and that's why in many ways we've far too much democracy in the North.

As business people we have a duty to lead, why did we get involved in 1996/97? Selfish reasons but also community relations and politics. It was also very dangerous at the time to put our heads above the parapet. I remember some of my friends saying, 'you're an eejit to get involved in that', but there is a pride in the city and I was fairly confident that I could deliver because business people have to be pragmatic. Our true test of our success is the bank statement coming in every month, nothing more, nothing less. I knew what the solution to this was, we had to get this sorted or else we were doomed and the multi million pound investments that we had put in place were doomed. Also selfishly I have 3 young daughters and at that stage I had 2, I didn't want them growing up in the environment that we had experienced.

The big issue I have for us is that within our primary schools and our secondary schools we don't teach our children what community is all about and what respect for community is all about and how to deal with community and what they should put into their community. To me a big focus of our future should be around working with our children and instil in them good citizenship, good community and wellbeing. This quote says it all

'Don't look for what they can take out, what can they put in'

Thank you

Heather Moorehead, NILGA

It's really good to be here today to talk about local government; I was very struck by the line 'reconciling differences' as very first principle. I suppose that's what local government is about. If you look at the whole principle about what local government is about, it's how local communities organise themselves, work together and work for the benefit of the community. You need equality, human rights and fairness in any system that you have and I suspect that sometimes what we think is that local government has become part of the problem rather than part of the solution. However, as we're going forward as a society it has to become part of the solution and begin to build in systems and I think it does that in many respects.

I think what is very interesting for us in Northern Ireland, is right at the minute we are in the middle of RPA and we are about reconfiguring what local government actually is. We have a new assembly, we have 26 councils and we are moving down to 11 councils in May 2011. I don't know what your view is but you get stuck in what you know and think already and you try and fix that rather than actually move forward into the future, envisage what it is you want and then try and recreate that and this runs right through what I think is happening in the assembly, in local government and with the voluntary and community sector. We are about reconfiguring all of our relationships and community relations in my view doesn't just happen in communities, it happens within organisations, within the political classes, and within the voluntary and community sector. Who is looking down on whom and who doesn't trust who. So all of the principles that we're bringing to this need to float in and move through everything that we begin to do and so as we create our new councils we really need to understand what are they there for. Yes they are there to deliver services but they are also there to allow communities to have expression and to decide what is best and fair and appropriate to move forward in a community. I think that local government is really trying to be as relevant as possible and to have a voice.

One of the things that Garvan spoke about is that when there is a lack of trust we fragment. So when we create a new organisation we need to find new ways of working together. I think realistically that is what we're all trying to do with community planning. Community planning is perceived as a panacea and what it is, is just a way of working. It will come in legislation but you can in law, give the council a role in community planning, to relate to the community to see what their priorities are, relate this to the other agencies within that structure to build a plan of some of the stuff that Roy was talking about, but you cannot make them. You can't legislate to make them do and work in a different way and so the trick will be within. We're just developing the policy at the moment and legislation will follow. We are discussing the framework - do we want to be prescriptive, how should that work? We do think it should be a framework because this kind of stuff is already happening within local communities; people are being more integrated and are providing different ways of working.

Yesterday, we had a local economic development summit for local government and we had a speaker from PWC who stated that a colleague of his 'couldn't come today because he's actually in Bucharest, saying the same things to exactly the same type of audience'. So in other regions people are actually thinking about the serious change in the economy. It's not just a blip it's a complete change in the way we are likely to do economics and it's likely to have impact for a long time within our communities so we're really beginning to think about what ways we need to act. My own view is that what local governments is all about is well-being. I think we talk sometimes about the economy, community relations or peace building, we actually all work together to build a society that's fair and that has a quality of life for everybody. I think that what we need to do is to find a different way of working and I think that's what the community planning process will do. It'll begin to gather together all of those competing priorities, the economy, the environment, the social element and try and find ways of working. One of the things that came out of the economic summit yesterday was the belief that the environmental agenda will have the main thrust for Green New Deal and I know Stephen would speak a lot about that. We're actually finding that we can't go on with the economic system that we've got, it's about looking at energy conservation, new ways of planning and new ways of trying to kick start the local economy and we need to be creative and to drive it forward. I think that as we develop the community planning process those building blocks and principles need to be integral. It mustn't be about a tick box exercise, it must be fundamental as community planning goes forward.

I think we're in a process of normalising or recreating our politics and I believe that everybody has a role, we need to find out what a new representative democracy looks like; we need to be attracting new people in. We've got 582 councillors and a lot of them have been waiting to go for a significant time. We will have 460 new councillors, who will those new councillors be? A lot of people say that loads of people would like to engage in politics, they have an interest in their community, they have civic pride, they want to contribute but they don't want to step into the political arena that we have so there must be solutions for that. People do want to step up and actually have a say in representing their communities for this new kind of politics, but if we have 11 local authorities we need to find ways that they can relate back to communities. We also need to make sure that representative democracies are very much backed up with new ways of participative democracy that are fair and that communities have a voice to really drive forward their own agenda. How we begin to do that will be important as we move forward, so its not just about reconfiguring local government, its about reconfiguring the whole of all of the relationships and certainly within local government we want that because I would say local government feels as though the assembly tells us what to do and they look down on us and the community sector may feel like that about local government. We're looking for parity of esteem and a different kind of role and reconfiguration and I think that community planning, as we create new partnerships and new ways of working that are much more integrated in our approach, that we

understand that things are not opposed to each other, they actually have a solution with how we work and as we begin to plan in different ways with different people at the table we get different kinds of solutions and that's very important.

Richard Reeves, Demos, attended a NILGA conference and spoke about community solutions and new ways of reconfiguring democracy. Basically what he was saying is that most of our policy is driven by GDP, however GDP is a very bad measure of how healthy a society is. If you have a war your GDP goes up, if your society is healthier GDP goes up, so it measures the economy but it doesn't measure the wellbeing. He argued that in a very poor society, the more money you have, the healthier that society is, and that is right, but he began to prove that after it reaches a certain level more resources don't make you happier. Rather it is your community, it's your relationships, and it's your workplaces that actually create a sense of well being. I do think that is a challenge for us about how we measure and how we create our policy. We have to measure our well being as a driver for public policy instead of just the economy and that's something that is new and exciting and is hopeful. We had a Councillor over from England yesterday speaking and he was celebrating the demise of the economy as we knew it because it was promoting greed, it was promoting division and it was promoting what he was calling 'strife in our society'. He said that with the downturn we're going to have to find different ways of working and supporting our communities and I think that does bring a level of hope and a new kind of thinking that we can look at within the community planning process and that local government can be very much seen and perceived as part of the solution, as they already are, and adding that value within communities.

Roundtable Discussions and Feedback

Each group was asked to reflect on what the panellists had said and to put forward a number of questions for further discussion.

Groups 1-4

Issues & Questions

- Need to develop approaches that ensure joined-up working between business, government and the community and voluntary sector – the current silo approach is not facilitating change.
- Shared spaces should not become barricaded/semi-privatised spaces.
- Need to overcome silo mentalities in the planning of spaces, services and events in our cities and towns to ensure the maximum opportunities for shared space.
- Different sectors need to speak together and find a shared vision for the future, then move on that vision, rather than the kind of static position that we have at the moment
- Growing cynicism within communities.
- Three key opportunities: community planning; the economic downturn (people will become much more innovative and will seize every opportunity as it arises to secure competitiveness); planning within the review of public administration.
- Community planning was the dominant theme, with a particular emphasis on a bottom-up approach - it should not be imposed on a community, it's about local communities deciding in their interests what the best solution is.
- How can we ensure regeneration projects deliver a benefit to local communities e.g. Titanic Quarter?
- How do we overcome silo mentalities and are there opportunities in the various reviews that are currently taking place to ensure shared spaces become a central part of the agenda?
- What can communities do for themselves?
- From a business perspective is community planning an opportunity or just an additional layer of bureaucracy?

Responses

NILGA

Nilga have been discussing how the silo approach can be altered. The comprehensive area assessment is currently being used in England, whereby when you devise a community plan, you relate to the other sectors to build a plan and instead of everybody getting measured on their own individual organisation i.e. how well did I do, how well did business do, how well did education do? The Auditor measures against the agreed outcomes and therefore incentivises

groups to work together better. If I get measured on how well I work with you, I begin to work with you better; that's the nature of the public sector and so it begins to build in working together. It's also much more customer focussed because you should be able to go on a website and see what education is like, what business is like, etc. So it begins to join up the thinking and the measurement process, which should all help.

Northern Ireland Chamber of Commerce

Keen to know the roles and responsibilities of the business sector in community planning.

Irish Congress of Trade Unions

It is crucial community planning is linked to local democracy, especially if we examine projects such as Girdwood and the Titanic Quarter. There are also questions relating to community planning depending on what community you come from – we need to face the reality of Northern Ireland and that's the difficulty. We have a segregated society but we need to treat it together for the good of everyone. There needs to be some form of unity of purpose about it, and show that Community Planning is for the benefit of everyone.



For example, the housing crisis for nationalists in North Belfast and the difficulties of providing houses for the community on the Girdwood site. There is an opportunity for the communities to come together on that but it is how you bring them together. The other difficulty is of course that this is not a normal society and it is difficult to get agreement. However we have to try and the best place to do this is within the local communities who know a lot better than we do about what they need. So for me community planning should start with the local people down at the local level, in the immediacy of wherever vacant plots are available and let them decide. I have no doubt that they will probably come up with a better solution or an agreed solution which when put to the politicians must then be accepted.

It is important that we empower local communities, especially in light of the recent dissident attacks. Areas that are suffering from deprivation and feel disaffected have not witnessed the peace dividend, and society needs to empower and engage with those communities. Imposing solutions on communities doesn't work – they need to be involved and central to the process and solution.

Furthermore, communities need to get something out of the different regeneration projects – this isn't happening e.g. Titanic project did not deliver local jobs.

Peter went on to talk about the financial benefits of a one pound per night surcharge on people in hotels and how this could contribute to a fund which would secure conferences coming to Belfast or Derry, in which case hoteliers would benefit as well. A current example is the re-location of the ICTU conference to Tralee - the lack of 50,000 pounds incentive has now moved 1,000 people and 5,000 bed nights to the Mount Bryant in Tralee rather than go to Belfast. Belfast for the lack of 50,000 pounds sterling has lost 2 ½ million pound the first week in July. Surcharges etc will require innovation and political desire in order to bring benefit the local economy.

Garvan O'Doherty Group

To me the community is Northern Ireland first of all and then the Island of Ireland. There are too many communities focused on their own very narrow community based issues. Within the business sector we take a broader view. The question is micro or macro community planning. In NI we seem to concentrate on the micro all the time. As a business man I think we have to divide it into specialised areas, what is Belfast going to be, what is Derry going to be, what is Enniskillen going to be, what is Newry going to be, within each of these what's the checklist that each of the communities need for quality of life, quality of housing, quality of education, quality of jobs - you can't just look selfishly at each individual community because that is where we're going wrong. We keep navel gazing all the time. The big issue is about setting out an action plan to deliver what is clearly staring us in the face. We don't know what the checklist is for NI and we won't give up territory, ideas or resources to look at the bigger picture. We advocate a narrow vision for communities.



Garvan responded to Peter's statement that communities need to get something from projects.

I'm involved with Creggan Enterprises - Bogside, Brandywell, Fountain and Creggan. The Brandywell properties people wanted to develop the Brandywell Football ground. I suggested a study of the Bogside, Brandywell, Fountain and the Creggan to design a macro plan for the total area – including examining deprivation and planning issues and explore how we could maximise resources. However the 'local' community were unwilling to look at the broader area. This is why community planning won't work because we are too insular. Communities do need help and support and social economy projects like Creggan Enterprises provide a lot of resources. However I come back to NI focusing too much on the micro and not enough on the macro. Micro issues can also be manipulated by local politicians for votes and therefore groups end up protecting their self interests and not allowing the broader solution to deliver a proper fundamental long term solution.

Groups 5-8

Issues & Questions

- A level of frustration about the common view that is being expressed about it being almost self-evident that if you have a shared society economic development will follow, but nothing actually happens about that.
- Really concerned with the silo effect of government and business.
- Hear about joined up government but where is the vision for Northern Ireland in the ten Government departments let alone business because sectional interests do seem to prevail?
- The Ilex vision is an example of a local solution engaging local people in a decision making framework which is actually looking to give some benefit to those with the least advantage. It is engaging business and economic prosperity whilst also addressing S75 inequalities and good relations.
- In terms of economic development, community relations cannot be separated from economic development
- Business plans should develop plans which incorporate initiatives for capacity and infrastructure building in the community.
- Encourage dialogue through business, through engagement, through creating employment on interface areas whereby people can come together through work and work together to create peace.
- Change is both relational and structural and we all need to realise this.
- Community planning is a big opportunity but needs more preparation so that people actually understand what the opportunity is. A concern that people will come with their own agenda with an unwillingness to think collectively.
- The business sector and business venues are great opportunities for good relations work but it needs to be developed further.
- Impressed that the business sector was carrying some of the core messages that come out of the community relations agenda – we all need to carry each others messages a bit more, it is refreshing to hear these views from other sectors.
- It is very important not to lose sight that debate still needs to continue.
- How do we bridge the gap between a shared society and prosperity and the failure to effectively make this link?
- Want the speakers to say more about what they and their organisations could do.
- How do people with low educational attainment engage in the economy, especially in areas where development is taking place e.g. Girdwood and the Court area in North Belfast which is being developed as hotels?

- How will the business sector invest in the re-skilling of people who have left formal education with few qualifications?
- In the light of the current economic climate what confidence does the panel have that community planning will deliver cost effective and relevant services?

Overarching question

We have this conflict between the needs and the demands of communities to shape what goes on around them versus the can do 'we want to get on with it' approach of the commercial and business sector. Therefore can we actually get an alliance of interest which draws the best from both of that - adequate and sufficient strong community involvement in shaping what goes on around them but at the same time actually drawing the best in terms of business acumen and can do approach from the commercial sector.

Garvan O'Doherty Group

I think we need to change our thinking and ultimately see the broader picture. We have a unique opportunity; I don't believe FDI (Foreign Direct Investment) is the answer to our solution. FDI is a ten year investment looking at job creation through international firms, and they have a general ten year life span - then they go. This is suicide and it is not the way forward. We have enough resources here in the Island of Ireland, (and I'm not being political) as an entity, and what we have to do is channel our resources. Look at what our communities need. I'll go back to New York, when in the 1920s they realised they had to think big so they created the big spaces for the public and they created the community neighbourhoods. There are solutions to our problems in many different cities across the world and we should copy the best examples from America and Europe to assist our situation. We have too many MLAs, Councils and Councillors - we keep trying to satisfy everybody and we satisfy nobody. We can't satisfy everybody in the short term but if we had patience and think big and long term the sky really is the limit.

ICTU

Community Planning obviously has been a big theme running throughout the group's considerations. I'm interested in how community planning has worked in the context of other parts of the UK - it has worked where local government has significantly more responsibilities than what is currently proposed for our new councils. I am particularly thinking of Education and Health and how you can actually get that sort of composite within an approach which still has three major players operating locally in education, health and local government; power needs to be real.

NILGA

If we don't have it legislated for, how do we bring the clout to begin to influence? Community Planning is supposed to be a solution that gets all the sectors together to agree three or four priorities or whatever they are so that everybody begins to align a coalition of interest so that we're all going forward together. That is the vision. It has massive potential to do it but there needs to be a willingness to find ways to actually do that; that is why I think the performance management issue is crucial. In England simply bringing everyone to the table didn't work, and even the local area agreements fell short. However it only started to work when they began to incentivise how they measured performance. Community planning is not a panacea, it's a journey to a different way of working - it should do different things, reconfigure the way we business plan, the way we measure and how we spend money to get something different.

ICTU

A bottom up approach is essential. Community planning has to be different. We have talked about the numerous plans in Derry, North Belfast and West Belfast in terms of regenerating etc. However, despite all these proposals and strategies the experiences of those communities have changed relatively little over the last number of generations. Therefore the big question is how can we actually do it differently? How can we deliver what it actually says on the page? It is essential that the planning concept plans a delivery mechanism or else nothing will happen.

I would also like to come back to the point about a shared society. We all know that the natural follow on from a shared society, a stable society, a peaceful society and a plural society is good economic prosperity. Now the difficulty about all that is how can we have a shared society when we still have an 11+? How can we have a shared society when at the age of eleven we call x amount of people and say you don't make the grade and you're a failure? We need to deal with education and then deal with the redistribution of wealth. In all honesty it's about equality and you can't have good relations unless you have equality. Natural good relations only come about when people are being treated equal and given the respect and dignity and value and that isn't happening in our society. I've done a lot of work in Mount Vernon, a stigmatised estate. Like other areas in Belfast - it's a wonderful community, with wonderful people, yet not one of them has a job in Asda at the bottom of the street, why? Where is their value, dignity and respect, how can they build a shared society and who do they build a shared society with? Those are the fundamental questions which we need to be addressing in any macro plan - it has to take congruence of the micro of the working people who are left on the scrap heap because of the 11+, because of where they live and because of the stigmatisation of where they live.

So what can the trade union movement do? Our organisation does a lot but yes, it can do more because we have a principle and ethos of enhancing the quality of life of people. We believe in social solidarity and social cohesion, therefore all our people who are shop stewards undertake training including modules on anti-

sectarianism, diversity and anti-racism. We also participate in a range of groups e.g. Trademark who assisted on training and bringing people together in the Trade Union Movement; this is done at a cross community level as well. The Belfast Unemployed Resource Centre brings together people from all backgrounds, and also provided safe spaces for talks with the paramilitaries. I have and will continue to argue for the reintegration of ex-prisoners - we have 30,000 people who are ex-prisoners; they are banned from having a PSV licence, insurance and starting up a business. How can we exist in a society which casts aside 30,000 people and penalises them and their families? They must be allowed to re-engage in society. How can we build a shared society if we keep bustling people away from us? We have to address all these issues – equality and good relations - in going towards building that shared society.

Are you actually saying that you can't start to build a shared society until you've tackled all those issues, because that seems to me to be a very fundamental point and it wasn't what I was taking from an earlier discussion?

Northern Ireland Chamber of Commerce

Businesses are doing a lot, as well as creating employment they are involved in Boards of Directors. NICC are involved with companies that are involved in community giving but quite a lot of that work is done quietly. I do think there is a lack of understanding of the potential for good relations; there needs to be a more joined up approach rather than the current ad hoc and un-coordinated approach. Members of Business Alliance includes people from the Institute of Directors, CBI and the Centre for Competitiveness and it would be beneficial if we developed our understanding of community relations issues i.e. shared cities and community planning. Primarily our focus is export development, but employability is an issue. Being able to attract companies to NI and provide jobs is important. We need to engage more fully with the Community Relations Council to understand the issues and develop some actions for our members. Also we would be interested in receiving key policy messages from the sector which we could then lobby for. We need to understand them and believe in them and that's where the development of the relationship with the Community Relations Council comes in.

Tony Mc Cusker- Concluding Remarks

First of all I want to say thanks to our panel members, I think its fair to say its been topical, a bit controversial but above all its been honest and frank and I think that's what you need at these conferences. I think it's also been stimulating for us as a council in terms of taking their the comments you have made as we try and take forward this debate into the future, because the discussion we have to have is with the Trade Unions, with the Business Sector but also with Government. I suppose at this stage I should reflect a certain disappointment that Government weren't able to field somebody at the conference today. I think, given the Community Relations agenda this week that it has been generally disappointing with the response of the political world to both the issues of the

week and this particular conference. I welcome those politicians who have joined us today in some respects they are people I would always have been expecting to see at the conference. Out of one hundred and eight invitations to have so few people responding to it is a major statement about interest in this particular issue.

Future Work

- The link between community relations and economic stability should be explored further between the various sectors. It is important to nurture and develop this relationship:
 - Investment must act as an enabler for communities impacted on by the conflict.
 - Business sector should actively debate legacy issues such as mobility, connectivity and skills.
 - Good relations as a cross cutting theme must be pursued and planned for in regeneration projects.
 - The business sector should embark on an awareness raising project on good relations.
 - Examine barriers and benefits.
 - How they can contribute to its promotion.
 - Measurable outcomes.
 - Business plans should be developed which incorporate initiatives for capacity and infrastructure building in the community.

- Community planning
 - The opportunities for community planning need to be articulated clearly as there are various interpretations as to what it will actually mean for different sectors and communities.
 - Debates and options need to be presented that will ensure proper joined up approaches are pursued.
 - Incentivising sharing.

- Geographical communities.
 - The micro and macro approaches need to be discussed in more detail by key stakeholders.
 - The macro business approach must involve the participation of communities in development plans.
 - The promotion of macro plans that meet the needs of micro communities should be encouraged.
 - The role of all involved in economic promotion to look outwards, as a collective community, which should embrace numerous communities and not just small micro aspects.
 - Opportunities to be innovative in the current economic climate.

Community Relations Award 2009

Tony McCusker – Presentation of Community Relations Award

I can now turn to a more pleasant role for me. You all know that each year we present a Community Relations award. It's a beautiful award and the Community Relations Council gives this to people who have been exemplary in terms of what they do for their community and for community relations in Northern Ireland. In terms of describing this, I need to tell you who they are first because in reality once I start to talk you will guess probably very quickly. The recipients of the Community Relations Award this year are Jean Brown and Renee Crawford and we are delighted.

I just want to say something about the communities of Suffolk and Lenadoon. The communities of Suffolk and Lenadoon are neighbouring areas in the Stewartstown Road interface in outer West Belfast. Suffolk is a small Protestant Unionist community of approximately 900 people that was developed throughout the 50s and 60s when that was a vibrant, attractive and much sought after place to live. The much larger Nationalist area of Lenadoon with a population of approximately 10,000 grew as a result of many Catholic families being displaced to the area from elsewhere at the beginning of 'the Troubles' in the early 70s. Similarly many families in Suffolk originally lived in Lenadoon and were displaced from there to the current small estate during those years, which were characterised by high levels of population movement across the city as people moved and were forced to seek safety within their own community. Throughout the following 25 years the Suffolk and Lenadoon interface was characterised by high levels of intercommunity violence, fear mistrust and division, which included shootings, bombings and large scale rioting. There was little if any contact between the two communities with little obvious hope that this would change. Lenadoon Community Forum was formed in 1992, following a lengthy process which highlighted the need for a co-ordinated approach to community development in the Lenadoon area and currently has over twenty member groups. Suffolk Community Forum was formed in 1994 to act as a voice for the Suffolk Community and promote and develop projects which would help to ensure a long term sustainable future for the community. It currently has 16 members on its management committee. In 1996 tentative contact was established between the two communities, when the Belfast Interface Project was funded by the Community Relations Council to conduct a scoping exercise within the Suffolk and Lenadoon areas. Over a period of a year the separate groups participated in a series of interviews sharing opinion and views from a distance, with no formal contact between the two until the suggestion was made that perhaps they could meet and share views face to face. Contact was established and representatives from both areas began meeting in a local hotel on a monthly basis to share common concerns. Given the relative normality in which we now live it is difficult to fully appreciate what a brave and challenging step this was. The first joint contact between these representatives was taken between some of the worst years of the violence that the interface had ever

seen. Linked to the ongoing situation in Drumcree and against the backdrop of deeply held reservations within the two communities, this often led to open hostility. In those early years it was important that solid ground was established and the group made several key decisions that have continued throughout the years. It was agreed that despite the inequality of size it was critical that both communities were in the process as equal partners and that both different sets of cultures, identities, values, politics etc. were recognised as equally valid and important. This was not about either community compromising on the things that were essential elements of its identity and it was also agreed that language was important as it was often open to misinterpretation. Many exciting ground breaking projects have developed and it is without question that 12 years later, this work has completely changed the shape of the interface. The work is widely recognised within Government and by funders as a role model for reconciliation, peace building and economic regeneration.

I'll talk about Jean and Renee for a moment, Jean Brown has lived all her life in the Suffolk Estate and has been involved in Community Development work in Suffolk for over 30 years. She is a founding member and former Chairperson of the original Suffolk Strategy Group, which is now the Suffolk Forum. She played a key role in helping to develop the Suffolk and Lenadoon Interface Group and the award winning Stewartstown Road regeneration project.

Renee has been involved in community work in Lenadoon for over 25 years. She's a founding member of the Lenadoon Community Forum and has worked for the forum since its inception. Currently as Strategic Development Co-Coordinator, she represents the forum at both Suffolk and Lenadoon Interface Group and the Stewartstown Road regeneration project. Renee represents the Forum as community representative on the West Belfast Partnership and is currently secretary of the Board. She is Chairperson of the environmental sub-group and Renee also sits on the Suffolk/Lenadoon Neighbourhood Partnership Board and the Board of the Women's Support Network.

One comment was made when we talked about Renee and Jean receiving this award and has stuck with me;

Jean and Renee have been instrumental in the development of peace building in the Suffolk and Lenadoon area. Through their efforts they have transformed the physical shape of the interface, helped to create jobs, helped to ensure income generation was possible for the area and have restored a sense of hope to a deprived community. Fundamentally doing what we talked about today, so please join me in congratulating both of them.

Jean Brown

I am stunned. The moral of this story is never trust anybody. We thought we had been invited to talk for a few minutes on our work in Suffolk and Lenadoon.

We are really deeply honoured to have even been nominated for this award and to receive it today is actually very humbling but absolutely lovely and we want to say a very sincere thank you to all of those involved in making the decision. This is something we will treasure.

When a small number of us from the Suffolk and Lenadoon communities began tentatively meeting in 1996 we had very little, if any concept of what those meetings would lead to and we're both very aware of the fact that we are receiving this award on behalf of all of those within the Suffolk and Lenadoon communities who were prepared to stick their heads above the parapet to try and



find a way forward. We're very privileged to be the two that represent them.

We began our joint work in 1996 against a background of ongoing violent conflict, mistrust and deeply held suspicions and reservations within both communities which often led to open hostility.

The past 13 years have been an interesting and challenging adventure which we don't have time today to relate and we openly acknowledge that we made many mistakes, learning and making up the rules as we went along. But we believe that this journey has taught us many valuable lessons and enabled us to develop a model that we believe demonstrates encouragement, vision and hope and can now be used to motivate and inspire others. Just this week we met with the Equality Commission to launch our SLIG model '*Learning from the SLIG Concept*' and we're also very pleased to be able to say that we will be working in partnership with NIHE Shared Neighbourhood Programme as mentors, hopefully to encourage other communities with similar problems.

The theme of Community Relations week this year is centred on the interdependence of community relations work, stability and the economy and our

work in Suffolk and Lenadoon over the past 13 years has been based around just those themes. Right from we started making those tentative first steps in 1996 we knew that for our joint work to succeed it would have to be practical, and bring a sustainable benefit for the two communities. We deliberately didn't use the language of community relations or cross community - we talked about economic regeneration, creating jobs and income and helping to build sustainable, stable communities and we believe that we have played our part in this to the best of our ability.

We have completely changed the physical appearance of the Stewartstown Road, created two very successful social economy projects in the Stewartstown Road Regeneration Company and Sparkles Day Care and developed a whole range of shared projects based around the themes of youth, sports, health, advocacy, education and research and we have many more ideas for the future. In November of last year we held a very successful 'contentious issues' residential event which brought together 40 people from the two communities. It was deliberately targeted at bringing together the most hard line individuals who up until then, have been the most resistant to our work. It could easily have turned into a complete train wreck but in reality it was a real success and we're now planning to build on this with a whole series of events, widening participation within the two communities and engaging people on serious debate around how we move into a shared and better future together.

We have proved that we achieve far more if we work together than either of us would on our own.

There are currently more than 80 interfaces in Belfast alone and we have said clearly on many occasions that ordinary communities like Suffolk and Lenadoon and ordinary people like Jean and Renee and the others that we represent are not short of ideas, vision, courage or energy. We have proved that our communities and the ordinary people in them have those qualities in abundance. The problem is that what we have done has only scratched the surface and that has taken us thirteen years. Our communities are among the 10% of most deprived communities in Northern Ireland and when you add on top of that the multiple characteristics of interface communities all over Belfast that have borne the brunt of violence and are still working through the legacies of that, you will quickly realise that our problems aren't going to be quickly resolved. They could take at least another generation.

We don't struggle with ideas, energy or vision. We struggle to see government being able to keep up with us and we believe that we need to keep challenging them to be willing to take the same risks and show the same vision and willingness to think outside the box, as we have.

I have said many times and don't apologise for saying it again that the Suffolk community is now facing the biggest challenge for survival that it has faced in

almost 20 years because of the inability of the Department of Education to think outside the box and take a risk to build peace. In the last few weeks we have lost 3-4 families with small children from the community and we know that many more are planning to go. If we don't see positive action being taken before the end of June we think we're genuinely in real trouble. This is the lifeblood draining out of our community and yet all we're being told is that because the Minister hasn't yet made an official announcement that the school is closing, no decisions can be made around any of our requests. It is simply unacceptable that we are watching all of our years of hard work go down the drain and the potential death of a community because a government department has taken almost a year to make a regretful but inevitable decision.

That's only one issue, there are many others that we could talk about. We'll just finish by saying that there are many, many issues and serious conversations that need to take place around the future of interface communities and how we get government to engage with us. We genuinely don't believe that the conversations should start with the question of how to bring down the barriers. Those of us who live and work on the interface know that this question is not being asked by the people who live in our communities. We think the conversations should start with the question of how we begin to regenerate and invest in interface communities to build confidence and give the people the security and stability they need to allow the barriers to be removed.

I think I'll finish there and just say again thank you so much for this it means a great deal.

Renee Crawford

As you might have guessed I'm totally speechless and for those that know me, Bill and others, that's quite a mean feat and I'd like to thank the Community Relations Council, I've been stunned into silence. Our sincere thanks to everyone for this award, on behalf of Jean and myself and on behalf of Lenadoon Community Forum and Suffolk Community Forum and all those before and those who are currently involved in our work. Good community relations are a cornerstone and a foundation on which to build a shared future for our children and our grand-children and our future generations, a better future for all. Our thanks to everyone who believed in us and our vision, in particular, the Community Relations Council, the International Fund for Ireland, the Northern Ireland Housing Executive, Atlantic Philanthropies, Belfast City Council and our particular thanks to Chris O'Halloran of the Belfast Interface Project who provided support in the good and particularly the hard times. Just want to say finally, our journey has just begun, watch this space. Thank you

Conference Close
Duncan Morrow, Community Relations Council

Thanks Tony and what a wonderful award and it brings us right back to the basics - the reality of both the human and the structure reality. First of all can I say personally that it's great to be at a conference where we are actually talking about connecting community relations, not just as an emotional issue or a moral issue, but at an intensively practical issue affecting the real lives of people. We are always accused of, it's nice, and the same old cucumber sandwiches story. And I have to say that it has been an enormous struggle to get people to not treat community relations as cucumber sandwiches. There must be an investment in discussing this issue by the right people. We need to begin to have this conversation; it is the only direction to go.

It is hard to over estimate the impact of political conflict and antagonism on this society. Anybody who keeps saying, 'it's not important' I don't know where they have lived. The bottom line is, as the tide goes out, the shape of the sheer scale and depth and impact of this, on everything can be seen. It's not just on the walls of Suffolk and Lenadoon, it's actually in the whole way we think about business and the whole way we do business. It's going to be a question of becoming honest about that, because hearing this discussion on poverty, the bottom line in this community is that certainly poverty causes conflict but conflict has caused enormous poverty in this community and concentrated it into certain areas, because everybody who got economic opportunities got out. So the issue in tackling poverty isn't just fire money in there because if you fire money and educate people and still have conflict, they will leave because they will get opportunities to go and you will still be left with areas which continue to represent an endless cycle of deprivation. That's the logic of this situation, so tackling conflict is not a diversion from tackling poverty, it is actually the first step in beginning to break something which is actually very profound - the whole pattern of how we live and where we live in this community is defined by containment. The way we sorted this problem was that some people carried the conflict away for the rest of us and those of us who had enough resources and were lucky enough to live in certain places managed to get out of it. The Northern Ireland problem in many ways can be understood as some kind of containment of the British/Irish problem at a macro level.

This is a statistic I use all the time, since 1975 95% of the deaths and injuries are in 3 categories (Mark Morrissey, Marie Smith and Maire Therese Foy's research), the poor parts of Belfast (North, West and East), the contested zones in rural areas particularly around the border regions and Mid Ulster, and thirdly in the Security Forces. After you take all that out everybody else lived in different zones, so as the tide goes out the pattern of where people live and how people live, isn't random and isn't unconnected to politics. It is connected very deeply to the whole containment - communities are only in these positions because they were forced into them. Part of getting out of this type of society is reconnecting

people, who were essentially abandoned into their circumstance, back into the main stream. Part of that will require a macro plan because local people don't always have the resources, or the capacity, or the energy in many cases. That is what is phenomenal about Suffolk and Lenadoon in that something came out of there that is really remarkable. If Crumlin Road, Girdwood just turns into another extension of the Lower Shankhill and New Lodge we have not solved anything for the people of the Shankhill and New Lodge. It cannot be simply a reproduction of immediate needs and rolled out again. That is a waste of both public resources and community resources and its massively important economic and political question and I don't think that's patronising; I just think that if that's what we end up with then frankly it's a disgrace.

The purpose of this conference, and this whole week was to encourage conversations around economic issues such as TDI – talent, duplication and investment and their connection to community and good relations. How do we retain people and bring people in here who can begin to imagine different circumstances, because we are a factory for the University application system, sending people away from here. We have a retention rate of talent which is the lowest of any City in any part of the United Kingdom and when the Whiterock riots happened in 2005, Queens University had to pull its announcement which was that they had the largest number of foreign students ever here, because it wasn't true anymore, because they went away. That's what the connection between poverty and long-term economic sustainable development is.

If you're talking about duplication of services, the problem now is that we are so invested in duplicated services that we'll have to pay to get out of it. We have to build different ones. It's actually cheaper to keep on fuelling the existing machine, but in the long run that is a catastrophe, we have to do strategic investment, actual strategically planning not to do that anymore. One of the key issues that has come out here is that one of the ways to get people to do this is to have quality services, which people will move across places to get to. That means putting quality services in a planned way, in different places, so that people feel that it's worth me going to, and that means putting them into communities.

Mobility is going to be very important - mobility and transport are becoming big issues in community relations. The other side of it is the challenge to communities - if we are going to get economics into workplaces, not just in the Titanic Quarter but also in North Belfast and East Belfast and West Belfast. I want to say to those communities, most of the workers who come to those factories will not be local. None of us live beside the factory we work in anymore; it's not Harland and Wolff. You don't get one big employer that works for everybody. So West Belfast wants a factory or Derry wants a factory, it has to be safe for people to get to it and that isn't telling people that community relations is you've got to be 'do gooding'. If you seriously want it, we have to be able to get your people to access the jobs in East Belfast from West Belfast but also so that

people from East Belfast have to be able to get in safely if they need the job as well. That's the bottom line, mobility is the key question now and that's connecting it back into the big picture and connecting communities deliberately and thoughtfully back in. So community safety, isn't just keeping our community safe in a contained way, its ensuring that everybody who needs to be there, for whatever business, can do so safely. For example, if the Crumlin Road ends up being about 'it's ours' or 'it's theirs', we've lost it. It's the people who live there, but it should also be about the people who need to work there, enabling access to the facilities from wherever they are coming from.

We will not get investment into these places, into any place if this mindset continues. Now with the credit crunch the entire world is looking for investment. The bottom line is, we need to minimise obstacles to investment and jobs – we must start asking how we reconnect, how we stop this 'walls' type economy and how we stop actually pretending that we can have it while not changing the pattern of what we currently do.

I'm delighted that we had this conference today. I heard lot of important things e.g. the inter-departmental approach beyond peaceful co-existence, how we get this message into politics, the responsibility of the different sectors to take action.

I also heard that equality and good relations are not opposites and must be delivered together, that for us is absolutely critical. I have to say that I think there are sometimes situations where it looks very difficult, my view now is there needs to be an absolute commitment to delivering them both and we need a plan to show how at different times one will have to be prioritised over the other though they will over time be delivered, that's how Patten worked. The only way Patten worked was to name the destination, say we start off from a great point and move step by step and let everybody see the points that are actually happening. I don't know any other way to do it, but I do think Patten provides the model of saying, 'we will deliver both of these together'. Otherwise we will end up in a ridiculous conversation about whether, it is more important to have a conversation about people treated equally or it's more important to respect people's differences, a bizarre conversation and in the end a demented conversation.

We have to focus on results and the best Ilex slide for me was about interlocking and what this actually means in purpose. Well-being is a critical measure, which also depends on people's sense of threat and people's access to things. It depends on the level of trust people can have in the people around them and in the system that they live in. I think these things are very much joined together - economics, well being and community relations.

Lastly, what do we do? If that is the goal then we need to see that all available public spaces are shared spaces, not that they could be, but that they are and they are stated as such. This means that the issues of regeneration need to

maximise access, maximise inclusion and this will be one of the tests of success. We need to see assets. I am very keen on this notion from Chicago that assets need to be used not just as objects but as places where we think about what happens in them and as open spaces. I am sure, that the Connswater project in East Belfast is a good example of how an asset turns into a community activity and then turns into a draw that brings people in. Somebody has to take responsibility to make this happen. We need to get used to cross community management structures around regeneration in which part of all these issues are part of what we're about to deliver. We need to think a lot about what the management looks like. Jobs should be available to all, equal access which allows people to start to move and the investment in mobility that's required for that. The health of individuals is also tied up with the health of communities.

The permission for protection and promotion of this stuff needs to be demonstrated by politics. Somewhere along the line people think they don't have permission to do this. Somebody somewhere isn't giving the permission. I think there is a disconnection between the PR/Marketing of Northern Ireland and the messages carried through in practice. You have to join those two up together and I want them joined up at the point of the PR/Marketing, that it's over and we're moving on to find creative new solutions. Businesses need to underline that the attempt to promote prosperity and peace will be exposed as vacuous. I'm asking businesses to help do it, tell politicians, who with the one hand say we want prosperity and at the same time play games with politics that they don't join. If business could say that alone, that would be very helpful to us. At the moment we basically have the options of attack, deny or avoid. Something was said yesterday 'we don't need to move to normal politics, we need abnormal politics here, we need better than normal politics here. We need some good politics here.' We also need more opportunities to have discussions like this among the various sectors. It would be valuable if business, local government, trade unions, CRC, NICVA and whoever else, organise a Civic Forum (not an institution) event, where these kinds of conversations happen and different people are discuss them from different angles. This 'think tank' of civic society would enable politicians to participate and hear about particular issues from another perspective. This dialogue should not be done in silos or out of sectional interests but done in a planned way and not as a competitor to politics. It allows politics to come into a new space.

Can I say thanks again to our panel, I think you've been very good panellists, you've been very stimulating, you haven't been afraid to tackle the issues and be controversial where it was required and thank you for you contribution today.

Finally thank you for joining us, these are always stimulating conversations. Somebody has asked me 'what we intend to do next?' The whole idea of these conferences is that it's not just a one off and then we forget about it. This actually starts to be useful to the Council in formulating how we actually take these issues forward - the sorts of things that are being talked about today, will

help us in our future debate with the Trade Unions, with industry and particularly with Government so thank you for your participation and all the comments you've made and do please enjoy lunch, thank you very much.

Conference ended.

Appendix 1: Attendance List

Name 2	Name 1	Title	Organisation
Airlie	Kate		Atlantic Corridor (N.I.) Ltd.,
Aughey	Arthur	Professor	University of Ulster
Bannon	Maria		Suffolk Lenadoon Interface Group
Barbour	Gail		NIO
Bloomer	Fiona		Trademark
Bonner	Jean		Belfast City Council
Bosch	Susanne		University of Ulster
Brennan	Sean		Intercomm
Brown	Jean		Suffolk Lenadoon Interface Group
Carr	Anne		Community Dialogue
Chris	Williamson		NIFHA
Clarke	Jim		CCMS
Collins	Ben		Royal Institution of Chartered Surveyors
Collins	Bob		Equality Commission
Cory-Wright	Richard		Equality Commission
Crawford	Renee		Lenadoon Community Forum
Dalton	Roberta		OFMDFM
De Silva	May		Women into Politics
Dennis	Lorraine	Dr	Belfast City Council
Dennison	Jim		Community Relations Council
Doherty	Michael		Peace and Reconciliation Group
Donaghy	Anne		Ballymena Borough Council
Doole	Margaret		Ballymoney Borough Council
Doran	Nicola		Newry and Mourne District Council
Dumm	Lauren		Castlereagh Borough Council
Erik	Cownie		Belfast Interface Project
Farry	Stephen		MLA
Fennell	Geraldine	PhD	Carers UK
Ford	Gerry		Advantage
Forsythe	Richard		Altnaveigh House
Francey	Hazel		Belfast City Council
Gamble	Billy		Integrated Education Fund
Gillen	Tom		Irish Congress of Trade Unions
Given	Betty		Northern Health & Social Care Trust
Golden	Saul		University of Ulster.
Goldie	Roz		Roz Goldie Partnership
Hanna	David		Altnaveigh House

Hawthorne	Jennifer		Housing Executive
Hetherington	Maureen		The Junction
Holt	Diane		Link Centre
Jackson	Eddie		Belfast City Council
Jarman	Neil		Institute for Conflict Research
Jordan	David		Antrim Borough Council
Kasbaver	Elizabeth		Women Without Borders
Kelly	Maeve		NIFHA
Kelly	Grainne		University of Ulster,
Kelly	Mary		Glandore Residents Association
Kennedy	Tony		Community Relations Council
Kilmurray	Avila		Community Foundation for Northern Ireland
Lavery	John		Grant Thornton UK LLP
Loughran	Brigid		Belfast Metropolitan College
Mackin	Regina		Newry and Mourne District Council
Markey	Christine		Special EU Programmes Body
Martin	Angela		Derry City Council
Matthews	Pamela		Banbridge District Council
Mc Dermott	Stella		Community Relations Council
McArdle	Eddie		General Teaching Council for Northern Ireland
McCalum	Rab		North Belfast Interface Network
McClain	Eamonn		Speedwell Trust
McCullough	Derek		NAS/UWT
McDowell	Jim		Youth Link: NI
McGreevy	Geraldine		BELB
McKee	Mary		Strategic Investment Board
McKeown	Claire		Equality Commission
McKinley,	Bebhinn		Rural Community Network RCN
McShane	Sinead		SELB
Minnis	Andrew		Special EU Programmes Body
Mitchell	Wilfred		Federation of Small Businesses
Moore	Ruth		RCM Development Consulting
Muhammad Riaz	Akbar		University of Ulster
Mullan	Ray		Community Relations Council
Mullan	Paul		Heritage Lottery Fund
Murphy	Joanne	Dr	Good Relations Associates
Ni Mhaoilir	Fiona		University of Ulster
O'Reilly	Darren		Youth Link: NI

Oakes	Eamonn		Community Relations Council
O'Boyle	Louise		University of Ulster
Patterson	Claire		Belfast City Council
Patton	Jackie		Ballymena Borough Council
Peacock	John		Youth Link: NI
Pedlow	Ronnie		Parades Commission
Persic	Callie		West Belfast Partnership Board
Pettis	Sean		Public Achievement
Purvis	Dawn		Progressive Unionist Party
Radford	Katy		Institute for Conflict Research
Rice	Suzanne		Newry and Mourne District Council
Robinson	Billy		
Ronan	Gilchrist		East Down Rural Community Network
Schlaffler	Edit	Dr.	Women Without Borders
Shaw	Bill		174 Trust
Smith	Nigel		CBI Northern Ireland
Smyth	Paul		Public Achievement
Susanne	Bosch		University of Ulster
Thompson	Margaret		Altnaveigh House
Turner	Janine		Integrated Education Fund
Wilson	Caroline		Belfast City Council
Wilson	Derick		University of Ulster

Appendix 2: Speakers biographies

Peter Bunting, Assistant General Secretary of the Irish Congress of Trade Unions

Peter Bunting is the Assistant General Secretary for the Irish Congress of Trade Unions. Peter has the responsibility of co-ordinating and developing the Trade Union Movement in Northern Ireland as well responsibility for industrial relations in the Republic of Ireland. The Irish Congress of Trade Unions (ICTU) is the single umbrella organisation for trade unions on the island of Ireland. The Northern Ireland Committee (NIC) of the ICTU is the representative body for approximately 36 trade unions with 220,000 members across Northern Ireland. Peter also co-ordinates the work of NIC.ICTU Belfast office which includes eight staff members who support a variety of trade union initiatives.

Duncan Morrow Chief Executive, Community Relations Council

Duncan Morrow is Chief Executive of the Community Relations Council. The Council has responsibility for supporting and developing inter-community and inter-cultural engagement in Northern Ireland and also supports work in the rest of Ireland in conjunction with Border Action, the European Union and the International Fund for Ireland. Since 2002 CRC has also taken a lead role to support Victims and Survivors of violence of the troubles. Duncan was previously a lecturer in Politics at the University of Ulster, a Director of the Future Ways Programme and a Sentence Review Commissioner. A native of Belfast, he is married with three teenage children.

Tony McCusker Chair, Community Relations Council

Tony is a retired civil servant who in the late 1980's as a member of the Central Community Relations Unit (CCRU) at Stormont was involved in setting up the Community Relations Council. He served in a number of other posts in the civil service dealing with both community and economic issues and was adviser to Mo Mowlam and subsequently Deputy Permanent Secretary at the Department of Agriculture.

Since retirement he has been active in youth and community work and is currently Chair of the Community Relations Council, the Community Foundation of Northern Ireland and Youthnet. He is also on the Boards of Playboard, EGSA and the Gaeltacht Quarter.

Ann McGregor, Chief Executive, Northern Ireland Chamber of Commerce

Ann McGregor (BA Hons. MA Marketing) was appointed as CEO of the Northern Ireland Chamber in June 2008. She was formerly Chief Executive of Enterprise NI - the network of local enterprise agencies and a director with Business in the Community. She commenced her career in the private sector working in production/materials management with Roche Manufacturing, Schering Plough and Bird's General Foods before moving into local economic development with the Local Enterprise Agency network specialising in small business development and support.

Ann is currently a member of the Institute of Directors, the Chartered Institute of Marketing and a Fellow of the Institute of Business Consulting. She represents the Chamber in the Business Alliance, the Organised Crime Task Force, and the Economic Development Forum. She is also a member of the Advisory Boards of the Women's Executive Network (WXN) and the Arena Network.

Sir Roy McNulty CBE
Chairman of Ilex URC Ltd

Sir Roy McNulty was appointed Chairman of Ilex in October 2007, the Urban Regeneration Company for the Derry City Council area. One of the key tasks of Ilex is to secure the social, economic and physical regeneration of the Derry City Council area and, in particular, to progress the re-development of the former army barracks at Ebrington and Fort George.

Born in County Donegal in November 1937, Roy McNulty qualified as a Chartered Accountant in Scotland. Between 1963 and 1966, he worked with Peat Marwick Mitchell in Glasgow; with Chrysler UK at Linwood for two years until 1968; with Harland and Wolff in Belfast for eight years until 1976; and as a management consultant with Peat Marwick Mitchell in Belfast until 1978 when he joined Shorts Brothers as Director of Finance and Administration. He was appointed Managing Director and Chief Executive of Shorts, the Belfast-based aerospace company, in 1988.

Following the privatisation of Shorts and its acquisition by Bombardier Inc. in 1989, he became President of the Shorts Group – the European counterpart of Bombardier's North American Aerospace Group and a Corporate Officer of Bombardier. In that role, he led Shorts through a major programme of change which transformed Shorts from a loss-making Government-owned company into one of the UK's leading manufacturing success stories.

When the two aerospace groups were combined in May 1996 to form Bombardier Aerospace, Roy McNulty was appointed Chairman of Shorts Brothers plc. He was knighted in 1998. He has also held the position of President of the Society of British Aerospace Companies, and Chairman of the Department of Trade and Industry Aviation Committee from 1995 to 1998.

Sir Roy was appointed Chair of the Civil Aviation Authority (CAA) in September 2001. The CAA is responsible for the regulation of civil aviation in the United

Kingdom, covering aviation safety, economic regulation, consumer protection, and airspace policy and planning. The CAA is also the Government's statutory advisor on civil aviation matters.

In addition to his Ilex and CAA responsibilities, Sir Roy is Deputy Chairman of the London 2012 Olympic Delivery Authority, having previously been Acting Chairman. He is also a Vice President of the Engineering Employers' Federation and a director of several other companies.

Sir Roy is married, with one son and two daughters, and lives in the Cotswolds.

**Garvan O'Doherty,
Chief Executive, Garvan O'Doherty Group**

Born in Derry, Garvan O'Doherty has a strong accountancy background and is heavily involved in the hospitality and property sectors employing circa 200 people with business interests in Ireland and UK.

Chairman of Londonderry Port and Harbour Commission. Serves locally on the Board of one of the most successful neighbourhood renewal companies in the UK - Creggan Enterprises Limited. Chaired talks between the Residents Groups and Loyal Orders, including ABOD that devised solution to the contentious marching issue in Derry.

Also joined the Board of The Strategic Review of Parading in early 2007.