

## **Northern Ireland Council for Ethnic Minorities**

### **A brief history**

NICEM was officially launched on 8 June 1994 at the conference on “Racism and Poverty”, which was organised by the Northern Ireland Anti-Poverty Network and NICEM. The initial idea for NICEM developed from the linkage and working relationship with the Chinese, Indian and the Travelling communities, which together with the Committee on the Administration of Justice (CAJ), have been at the forefront in campaigning for the race relations legislation in Northern Ireland since 1990.

One should remember that the first race law in UK was enacted in 1965 which is never extended to Northern Ireland due to Stormont government didn't see any racism in Northern Ireland. And the law subsequently amended in 1968 and the latest version is under the Race Relations Act 1976. We are almost thirty years behind the UK legislation and the parallel policy and practice on race.

In fact, the CAJ Racism Sub-Group was set up in later 1990 and organised the first “Racism in Northern Ireland” conference in 1991, bringing ethnic minority people, as well as legal expert, from Northern Ireland, UK and Republic of Ireland to share their experience, international human rights standard and UK legislation. The conference proceedings, which details racism in Northern Ireland, became the key lobbying document in the campaign for race relation legislation in Northern Ireland.

At that time, the campaign got a solid support from the Standing Advisory Commission for Human Rights (SACHR), Fair Employment Commission (FEC) and Equal Opportunity Commission (EOC). We also supported by the trade union movement, in particular the Irish Congress of Trade Union and UNISON.

The government Central Community Relations Unit (CCRU) in response to the campaign published the first ever consultation document “Race Relations in Northern Ireland” in December 1992 recognised that racism do exist in Northern Ireland and proposed three options for future legislation. The first option is to extend the Fair Employment Act 1976 to cover race (direct discrimination and employment only). The second option is to extend the Sex Discrimination (NI) Order 1976 to cover race. And the third option is to have separate race relations legislation. And the Racism Sub-group was successful to lobby all submissions to support the third option plus to set up an independent Commission for Racial Equality for Northern Ireland.

The key watershed is in 1993 which the Racism Sub-group sent a delegation of three people, Martin O'Brine of CAJ, Patrick Yu of the Chinese Welfare Association and Pauline Leeson of the Northern Ireland Council for Travelling People, to the UN Committee on the Elimination of all forms of Racial Discrimination (CERD) in August 1993 on the examination of the UK 12<sup>th</sup>

Periodical Report. The concluding observations of the CERD regarding to Northern Ireland are as follows:

“The members of the Committee expressed their concern at the fact that the Race Relations Act was not implemented in Northern Ireland and that the Commission for Racial Equality did not have competence there. Information was sought on the ethnic composition of the minorities in Northern Ireland, and further details were requested on travellers and their situation in relation to other ethnic minority groups and on persons of Chinese origin, who had reportedly been victims of acts of racism. Considering that, with regard to Northern Ireland, the Government of the United Kingdom was not fulfilling its obligation to enact legislation prohibiting racial discrimination, the members of the Committee asked whether there was not at least the intention to apply the Race Relations Act of 1976 to that part of the Kingdom. They wished to know what the Government's reaction had been to the publication in 1992 of the document entitled "Racism in Northern Ireland". They requested details on government assistance to the ethnic minority communities in Northern Ireland. They asked what remedies were available to victims of racial discrimination in Northern Ireland, and what measures had been taken to enable all inhabitants, without distinction, to enjoy their fundamental rights. Referring to allegations that Irish people living in the United Kingdom had been victims of acts of racial discrimination, they inquired about measures taken by the Government to combat that phenomenon.”

The concluding observations are the key factors to start the legislative process to outlaw racial discrimination in Northern Ireland. The successful lobby and campaign at international level brings the movement to the next phase to preparing for the legislation. As the result we invited the then Chairman of the Commission for Racial Equality (CRE), Sir Herman Ousley, to visit Northern Ireland in December 1993 to understand more on the experience of the Race Relations Act in UK. In that same year the CRE published the second review of the Race Relations Act 1976 and made 30 something recommendations to improve the law.

When Sir Herman visited Northern Ireland and discussed issues with ethnic minority groups. He, in fact, suggested to us, based on our experience of ethnic minority groups successfully working together campaigning for the race legislation, to set up an umbrella organisation to represent the sector in order to promote the work for racial equality in Northern Ireland. When he returned to London he sent us a copy of the model constitution of the CRE's local structure - Racial Equality Council. In early 1994 we brought with more groups, who did not involve the campaign for the legislation and started the process to set up an umbrella organisation. And in June 1994 we officially launched NICEM.

We spent the next 18 months worked together to campaign the race legislation and other racism related issues, as well as the constitution. At that time we did not have any resources (staff and office) but groups were share available resources and responsibilities, including rotating chairmanship and venue for our monthly meeting. We were all volunteers, except the staff of the

Chinese Welfare Association (Ms. Eleanor McKnight) and the Northern Ireland Council for Travelling People (Mr. Paul Noonan).

We adopted the constitution in September 1995 and elected the first Executive Committee. We also put forward a number of funding applications. By the end of 1995 we were informed that our funding application from Northern Ireland Voluntary Trust (now the Community Foundation for Northern Ireland) was accepted and we looked for a 25% match funding from other sources. At the end we got the support from both the John Moore Foundation (match funding) and Joseph Rowntree Charitable Trust (one-off central administration costs) to set up the office. And the Co-ordinator, Mr. Patrick Yu, of NICEM was appointed in March 1996.

In 1996-1998 we also set up the Advisory Committee to give advice to the Co-ordinator and the Executive Committee on political direction and other related issues. The Advisory members were Dr. Maurice Hayes, Mary Clark-Glass, Dr. James Hawthorne, Dr. Pauline Ginney, Inez McCromack, Teresa Moley, Martin O'Brien, Ann Pendleton and Dr. Robbie McVeigh. And we say thank you for their contribution to our early development. In November 2003 we appointed the current new Advisor, Ms. Eddis Nicholls, to sit at the Committee to give us professional advice on organisational development.

And the united voice within the sector and the collective actions becomes the ethos of NICEM in its formation. We use this unique opportunity to celebrate our 10 years old and at the same time mark our first decade fighting against racism.

## KEY ACHIEVEMENTS OF NICEM

### Mainstreaming race into government policy and practice

1. Race Relations (NI) Order 1997, in particular a separate Traveller clause in the law which is not the same as in the UK legislation.
2. EU Race Equality Directive 2000 in which the Executive Director of NICEM chaired the pan-European network Starting Line Group, a group of legal experts and key NGOs fighting against racism in 15 EU Member States. Starting Line Group proposal on EU Race and Religious Directive became the cornerstone of the EU Race Equality Directive and the key consultative body on the preparation, debate and negotiation of the said Directive.
3. Assist the administration to put the Patten 50-50 policing recruitment into the exemption clause in the EU Framework Directive on Employment.
4. Single Equality Bill for Northern Ireland (SEB): we organised two international conferences brings with international experience on this subject in April 2001 and October 2004. We had a number of meetings with the SEB team to reflect our views on the issues, in particular the transposition of the Race Equality Directive. We also prepared a briefing paper on SEB for our sector to provide a simple guidance for debate on this complex legislation. The briefing paper is widely used by the voluntary and community sector. Currently, the Executive Director is also a member of the government appointed Legal Expert Panel of the SEB.
5. Race Relations (amendment) N.I. Regulation 2003
6. The Promotion of Social Inclusion Working Group on Minority Ethnic People in which NICEM's position paper on the Core Funding for the sector has been accepted and discussed in the Working Group. As a result our proposal for core funding for the sector and the establishment of internal infrastructure, now the Race Equality Unit, within OFMDFM to deliver the core funding, to ordinate with other departments and the development of the Race Equality Strategy was approved.
7. Race Equality Strategy: NICEM played a crucial role to consult the sector and in particular a mapping out exercise on the key issues on each policy department for different minority ethnic communities. We also make substantial contribution through the Race Equality Forum and our submission.
8. Race Equality Forum on various policy issues such as draft Race Equality Strategy, core funding, racial attacks and community cohesion, interpretation, etc.
9. Annual Human Rights and Equality Conference brings with international and local experiences on human rights, equality and race since 1999.
  - 1999: Human Rights and Race Equality
  - 2000: Draft Protocol 12 of ECHR and Article 13 of Amsterdam Treaty
  - 2001: Single Equality Bill for Northern Ireland

2002: Bill of Rights for Northern Ireland  
2003: How to use Human Rights Act and Section 75 to  
scrutinize law, policy and practice  
2004: Single Equality Bill for Northern Ireland: how we  
learn from other jurisdictions

10. Key inputs on the Partnership for Equality White Paper and the amalgamation of the equality bodies into a single Equality Commission for Northern Ireland in 1997.
11. Key inputs on the statutory duty on equality under Section 75 of the Northern Ireland Act 1998, in particular OFMDFM Advisory Group Review on "Consultation" of section 75 and the recent OFMDFM External Review of the Section 75.
12. Developed and published the Race Equality Audit – a Tool to promote Racial Equality in Northern Ireland in 2000. With financial support from Equality Commission, we commissioned the external consultant Focus Consultancy to produce the Performance Indicator of the Race Equality Audit in 2001.
13. Publish Equality Duty Resource Pack for the sector and it becomes the most popular pack for various departments, voluntary and community sector.
14. Develop section 75 training for the sector and a set of six leaflets to empower the sector on their say on section 75 process. We also published the "Principles of Consultation for Black and Minority Ethnic Sector" in 2000.
15. Develop consultation meeting for various government departments and agencies for the sector since 2000.
16. Key submission on the UK Race Relations (amendment) Bill 1999 and the review of the Race Relations Order 1976 in 2000. We worked closely with the CRE and the official in Home Office regarding the transfer of the experience of statutory duty on equality in Northern Ireland to UK mainland through the Amendment Bill in the context of the Stephen Lawrence Inquiry and the verdict of Institutional Racism within UK agencies. We played a vital role to influence the development of the racial equality duty under the Race Relations (amendment) Act 2000.
17. Chair the Bill of Rights Working Group on Language Rights of the Northern Ireland Human Rights Commission in 2000.
18. Race and Gender: Visible Women Conference in October 2001 and its report.
19. Develop and formation of the Joint Consultative Forum on Education with the Staff Commission for Education and Library Board. And NICEM was elected as one of the joint Chair of the Forum in 2004.
20. Published "Delivering on Equality, Valuing Diversity: A Report examining the impact of ethnicity on health needs and relevant statutory service provision in Northern Ireland" in 2004. This important piece of research tries to mapping out the key health policies that relevant to race in both UK and Northern Ireland.

## Capacity Building

1. Develop and implement a comprehensive capacity building support programmes for the sector since 1998 through the following key areas of work:
  - a. Training:
    - Management Committee skills training: over 120 people
    - Accredited community development (NVQ level 2): 12 people
    - Accredited community development (NVQ level 3): 2 people
    - Accredited community interpretation (OCN level 3): 194 people
    - Accredited trainers for community interpretation: 3 people
    - Financial management training: 53 people
    - Employment and discrimination law training: 12 people
    - PQASSO introductory session: 20 people
    - Anti-racist practice in community development: 20 people
    - Provide accredited community interpreters training for STEP in Dunganon since 2003
  - b. Support and advice programme
    - IT support
    - Set up book-keeping and ledger system and on-going support for ethnic minority groups
    - Set up office-routine and management system and on-going support for ethnic minority groups
    - Cross-cultural community events
    - Administrative support and office equipments
  - c. Consultancy and Advice:
    - Assist groups for access to funding and also assist funding application. We are successfully to assist these groups to get more than £500,000 since 1998.
    - Consultancy and advice work on charitable status and constitution drafting.
  - d. Community infrastructure
    - Different levels of infrastructure between the sector and various government departments, agencies or statutory bodies have been established.
2. European Year Against Racism Northern Ireland programmes;
3. Develop and deliver accredited community interpretation programmes in Northern Ireland as our strategy to control the quality standards for all interpreters in Northern Ireland;
4. Develop and deliver Volunteering Programmes for NICEM and the sector;
5. Health Advocacy Project: one of the twenty-nine projects under the DHSS & PS Investment in Health demonstration project.
6. Develop and provide interpretation services for statutory agencies in Northern Ireland. Currently we have the contracts with PSNI and Southern Health and Social Service Board, and also provide interpreters to various hospitals across Northern Ireland.
7. Develop and deliver PQASSO for the sustainability for the sector.

8. Develop the interpreter registration and support network. Currently we have more than 200 interpreters registered under NICEM.
9. Develop the Black Trainers' Support Network since 1999 and currently we have 12 black trainers being registered.

#### Public Awareness on Racism

1. Develop and deliver anti-racism training programmes in Northern Ireland. We have trained over 10,000 people in the last ten years.
2. We have trained more than 160 trainers (both black trainers and local trainers) in Northern Ireland and the Republic of Ireland in the last ten years.
3. Published "Anti-racism and Equality in Action" Training Manual (both Leader's pack and Trainee's pack) in 2000
4. Published "Diversity and Anti-discrimination in Action" Training Manual (for both Trainers and Trainees) in 2003 and 2004. In 2005 we also published the local Trainee's Manual.
5. EU Transnational Project on the development and implementation of anti-discrimination and diversity training measures in the areas of health and education. This is a joint project with our partner, the European Jewish Information Centre and two cities (Belfast and Berlin) in 2002-2004.
6. Diversity Matters Project: a joint project under EQUAL with Disability Action to promote the employment of the disadvantage groups in Northern Ireland through training, awareness raising and campaign in 2002-2004.
7. Produced the Diversity on Display Resource Pack and Exhibition in 1997 as part of the European Year Against Racism programme, for cultural awareness in schools, youth clubs and voluntary and community sector. More than 20,000 visited the exhibition in 1997-1998.
8. Organised the "Roots of the Future: the ethnic diversity making in Britain" Exhibition in Ulster Museum alongside the "Diversity on Display: the life and culture of ethnic minorities in Northern Ireland" with the support from the Commission for Northern Ireland and the Commission for Racial Equality (UK) from December 1997 to January 1998.
9. We deliver educational activities and programme in schools on various diversity and cultural awareness issues. We visited more than 100 schools over the last ten years.
10. NICEM organised the Tricycle Theatre present the Lawrence Inquiry in Belfast Opera House in October 2000 and parallel workshops in schools and youth centres.

#### Immigration, Asylum and Refugee services

1. We provide immigration advice since 1997. More than 10,000 people have been benefits from our services;
2. Provide National Asylum Support Service in Northern Ireland since 2000. We have supported more than 500 people in receiving our services.

3. Develop and deliver one-stop services for asylum seekers and refugees since 2001. Asylum seekers and refugees will no longer go to two or three agencies, like the UK situation, before receiving a wide range of services.
4. Develop and deliver refugee integration and resettlement programmes since September 2001. We have supported to more than 100 people.
5. Set up the Northern Ireland Committee for Refugees and Asylums in 2002 and provide staff support to the Committee for its activities and organisational development;
6. Develop and deliver EQUAL programme on the employability of asylum seekers in Northern Ireland through skills and qualifications assessment and individual development and training programmes. We have supported more than 200 people on various trainings and assessment.
7. On-going comments, feed-back and submission on immigration law and policy through our partners in UK and Northern Ireland.

#### Advocacy and Advice

1. Provide advice for victims of racial discrimination since 1997. We have supported more than 100 people through initial screening cases and referral for legal support.
2. Develop and deliver racial harassment project since 2002. We have supported more than 150 victims of racial harassment and racial attacks. We provide a comprehensive support services (both legal and non-legal, as well as referral) to the victims.

#### Networking and Campaign

1. Member of Policy Appraisal for Fair Treatment (PAFT) Alliance (a rainbow coalition of minority, such as women, disabled, sexual orientation, religion, etc. in the society) since 1996 and the founding member of the Equality Coalition on statutory duty on equality since 1998.
2. Founding member of the Human Rights Consortium on the Bill of Rights for Northern Ireland.
3. Set up the Platform Against Racism in 1996 with Pavee Point and Harmony, a North-South bodies to address the issues of racism in the island of Ireland.
4. Host Irish President Mary Robinson last visit in Belfast on 8<sup>th</sup> September 1997.
5. Member of the Starting Line Group and member of the Legal Expert Group since 1996.
6. Management Committee member of the UK Race European Network since 1997.
7. Member of the European Network Against Racism (ENAR) since 1998 and UK co-Board Member 2001-2004.



8. Member of the NGOs Resource Group of the Council of Europe in preparation of the European process for the UN World Conference Against Racism in Durban 2001 (1998-2001).
9. Chair the opening session of the NGOs Forum of the European Conference Against Racism of the Council of Europe as the European contribution to the UN World Conference on Racism in Strasbourg in November 2000.
10. The Executive Director was appointed the Rapporteur of the Legal Protection Caucus at the NGOs Forum in the UN World Conference Against Racism in Durban in August 2001. NICEM was also the UK NGOs delegations at the Durban Conference which was financially supported by the UK government.
11. Working in partnership with the International Commission of Justice (ICJ) and the Human Rights Directorate of the Council of Europe on the draft additional Protocol on Article 14 of the ECHR since 1999. And the draft Protocol was adopted by the Council of Minister on 26 June 2000.
12. Chair of the Starting Line Group 1998-2002 and the Group was dissolved after the transposition of the Directive.
13. Set up National Working Group (1990 Trust, Runnymede Trust, CRE, Greater London Authority, Equality Commission) on the Race Equality Audit as part of NICEM strategy to translate the section 75 duty to the UK mainland in 2000.
14. RAXAN National Focal Point since 2000.
15. EU Project with the European Jewish Information Centre (CEJI) under Community Action Programme against discrimination to develop training programme on "Equality and Diversity" in three EU cities (Belfast, Berlin and Altea in Spain) in the field of education and health (2001-2004).
16. NICEM, ICTU and the North-South human rights and equality bodies jointly organised the first North-South Human Rights Conference under the theme: Protecting and Developing Human Rights on the island of Ireland in an international context in December 2000 in Dublin Castle.
17. NICEM EU Project on SOLID (Strategies on Litigation tackling Discrimination in EU Countries) since 2004. The Project aims at the achievement of effective transposition and implementation of the European Union Race Equality and Framework Directive on Employment through empowerment, capacity building and partnership, promoting equality for ethnic and racial minority groups across the European Union.

**NICEM EXECUTIVE COMMITTEE  
1995-2004**

1995-1996

Chair: Mr. Patrick Yu (resigned in March 1996)  
Chinese Welfare Association  
Mr. Suneil Sharma (from March 1996)  
India Community Centre

Vice-chair: Mr. Suneil Sharma (to March 1996)  
Mrs. Anna Man-wah Watson (from March 1996)  
Barnardos Chinese Lay Health Project

Secretary: Mr. Paul Noonan (to May 1996)  
Northern Ireland Council for Travelling People  
Dr. Jacob Moni (appointed May 1996)  
Northern Ireland African Culture Centre

Treasurer: Mr. Michael Mongan  
Belfast Travellers Education and Development Group

Others: Mrs. Rukhar Ali  
Craigavon Asian Women Centre  
Mr. Zafar Iman  
Belfast Islamic Centre  
Mrs. Anna Man-wah Watson (to March 1996)  
Dr. James Uhomobhi (appointed January 1996  
and resigned March 1996)  
Northern Ireland African Culture Centre  
Mr. Paul Noonan (from May 1996)  
Mr. Michael Shek (appointed May 1996)  
Chinese Chambers of Commerce

1996-1997

Chair: Mr. Suneil Sharma  
Indian Community Centre

Vice-chair: Mrs. Anna Man-wah Watson  
Barnardos Chinese Lay Health Project

Secretary: Dr. Jacob Moni  
Northern Ireland African Cultural Centre

Treasurer: Mr. Michael Shek  
Chinese Chambers of Commerce

Others: Mrs. Rukhar Ali  
Craigavon Asian Women Centre  
Mr. Paul Noonan  
Northern Ireland Council for Travelling People  
Mr. Zafar Iman  
Belfast Islamic Centre  
Mr. Michael Mongan  
Belfast Travellers Education and Development Group

1997-1998

Chair: Mr. Michael Mongan  
Belfast Travellers Education and Development Group

Vice-chair: Mr. Javaid Naveed  
Belfast Islamic Centre

Secretary: Ms. Margaret Donaghy  
Traveller Movement (NI)

Treasurer: Mr. Michael Shek  
Chinese Chambers of Commerce

Others: Ms. Maria Ellis  
Northern Ireland Filipino Association  
Mrs. Rukhsar Ali  
Craigavon Asian Women Centre  
Mr. Paul Noonan  
Belfast Travellers' Education and Development Group  
Mrs. Anna Man-wah Watson  
Chinese Welfare Association  
Mr. Suneil Sharma  
Indian Community Centre

1998-1999

Chair: Mr. Michael Mongan  
Belfast Travellers' Site Project

Vice-chair: Mr. Javaid Naveed  
Belfast Islamic Centre

Secretary: Ms. Margaret Donaghy  
Traveller Movement (NI)

Treasurer: Mr. Michael Shek  
Chinese Chambers of Commerce

Others: Mrs. Faith Chavez-Wallace  
Northern Ireland Filipino Association  
Mrs. Una Goan  
Barnardos Chinese Lay Health Project  
Mr. Paul Noonan  
Belfast Travellers' Education and Development  
Group  
Mrs. Anna Man-wah Watson  
Chinese Welfare Association  
Mr. Suneil Sharma  
Indian Community Centre  
Mr. Francois Murenzi  
Northern Ireland African Culture Centre

1999-2001

Chair: Mr. Javaid Naveed  
Belfast Islamic Centre

Vice-chair: Ms. Margaret Donaghy  
Traveller Movement (NI)

Secretary: Mr. Suneil Sharma

Treasurer:	Indian Community Centre Mr. Frankie Ho Chinese Chambers of Commerce
Others:	Mrs. Amtul Khan Women's Group (BIC) Mr. John Mongan Belfast Travellers' Education and Development Group Ms. Una Goan Barnardos Chinese Lay Health Project
2001-2003	
Chair:	Mr. Javaid Naveed Northern Ireland Pakistani Culture Centre
Vice-chair:	Mrs. Amtul Khan Al-Nisa Women Group
Secretary:	Ms. Margaret Donaghy (resigned in April 2003) Traveller Movement (NI) Dr. Liming Wang (from April 2003) Mandarin Speakers Association
Treasurer:	Ms. Anna Lo (resigned in August 2002) Chinese Welfare Association Mr. Tilak Raj Puri (from November 2002) Indian Community Centre
Others:	Dr. Liming Wang (to April 2003) Ms. Emma Clyde Northern Ireland Filipino Association Mr. Paul Noonan Belfast Travellers' Education and Development Group
Co-opted:	Ms. Shanta Ram Sugumaran (from April 2003) Northern Ireland Committee for Refugees and Asylum Seekers Mr. Alfred Abolarin (from April 2003) Interact NI
2003-2005	
Chair:	Mr. Alfred Abolarin Interact NI
Vice-chair:	Mr. Mohamed Kamal Salem Northern Ireland Muslim Family Association
Secretary:	Ms. Liz Collins Northern Ireland Filipino Association
Treasurer:	Mr. Tilak Raj Puri Indian Community Centre
Others:	Ms. Monica Yang Mandarin Speakers Association Ms. Cathy Doherty Belfast Travellers' Education and Development Group

Mr. Somasundram Pandara Nagarasa  
Northern Ireland Committee for Refugees and Asylum  
Seekers  
Co-opted: Ms. Sadia Suhail (resigned from 1 August 2004)  
Northern Ireland Pakistani Association  
Dr. Katy Radford (December 2003)  
Belfast Hebrew Congregation  
Mr. Javaid Naveed (from August 2004)  
Northern Ireland Pakistani Association

**NICEM STAFF  
1996-2004**

**Central Administration Team**

Co-ordinator: Mr. Patrick Yu (April 1996-March 1998)  
Executive Director: Mr. Patrick Yu (since April 1998)

Training Officer and  
Administrator: Dr. James Uhomoibhi  
(April – 23 September 1996)  
Ms. Sandra Broghan  
(November 1996 – May 1997)

Community Develop-  
ment Support Worker: Ms. Gabrielle Doherty  
(April 1997 – December 1999)  
Ms. Nuala Moynagh  
(August 2000 – March 2001)

Administration Manager: Ms. Nuala Moynagh  
(since April 2001)

Receptionist (P/T): Ms. Eva McKelvey  
(June 2000 – March 2003)  
Ms. Stephanie Robinson  
(April 2003 – August 2003)

Administrator  
(Interpretation & Training): Ms. Tanya Tierney  
(March 2003 – December 2004)

Administrator (Work  
Placement from QUB): Ms. Jing Mei Tang  
(September 2003 – August 2004)

Administrator (P/T) Ms. Jing Mei Tang  
(September 2004 – January 2005)

Administrator  
(Interpretation & Training): Mr. Aruna Djalo  
(since June 2004)

Administrator  
(Worktrack Placement): Ms. Arvenola Perdita  
Mr. Nuno Lobato  
(since September 2004)  
Ms. Jiaqi Wu  
(since December 2004)

**Capacity Building Team**  
Co-ordinator of Capacity  
Building:

Ms. Eleanor McKnight  
(April 1998 – July 2000)

Ms. Gabrielle Doherty  
(Since April 2002)

Development Officer: Ms. Gabrielle Doherty  
(January 2000 – March 2002)

Special Project on  
Capacity Building (P/T): Ms. Siobhan Molloy  
(September 2000 – March 2001)

Women & Children  
Project (P/T) Ms. Siobhan Molloy  
(April 2001 - May 2004)

Development Worker  
(Volunteering): Mr. Sean Kelly  
(August 2002 – March 2004)

Development Worker  
(Social Economy): Mr. Sean Kelly  
(since December 2004)

Development Worker  
(Investment in Health): Ms. Jiemin Tomita  
(August 2002 – August 2003)

Dr. Angela O’Rawe  
(September 2003 – May 2004)

Development Worker  
(Interpreter Training): Mr. Ronald Vellen  
(May 2003 – December 2004)

Development Worker  
(Regional Development  
& Training): Ms. Rosin O’Connor  
(since September 2004)

## **Immigration, Asylum and Refugee Services**

Immigration Advice Officer:	Ms. Sharon Dillon (October 1997 – March 2000)
Co-ordinator of Immigration, Asylum and Refugee Services:	Ms. Sharon Dillon (April 2000 – December 2004)
Asylum Advice & Support Worker:	Ms. Moira McCombe (September 2000 – March 2003) Mr. Glen Phillips (April 2001 – June 2003) Roisin O'Connor (April 2003 – August 2004) Patricia Leong (since July 2003) Ms. Lumturi Podrimaj (since September 2004) Max Petrushkin (since September 2004)
Development Worker Refugee Integration:	Ms. Brenda Anthony (March 2002 – March 2003) Ms. Lumturi Podrimaj (March 2002 – August 2004) Ms. Terese Fitzgerald (since May 2003)
Development Worker EQUAL:	Ms. Moria McCombe (since April 2003)
Administrator (NASS):	Ms. Eva McKelvey (April 2003 – August 2004) Ms. Grace O'Neill (since December 2004)
Administrator (EQUAL):	Mr. Max Petrushkin (April 2003 – August 2004) Ms. Eva McKelvey (since September 2004)
<b>Policy Team</b>	
Training and Education Officer:	Ms. Deepa Mann-Kler (November 1997 – September 1999) Ms. Karima Zahi (November 1999 – March 2002)
Co-ordinator of Training (Equality & Diversity):	Ms. Karima Zahi (April 2002 – August 2004)

Mr. Sean Kelly  
(September 2004 – December 2004)

Training Officer

Ms. Felice Kiel  
(Equality & Diversity):  
(September 2002 – September 2004)  
Mr. Ronald Vellem  
(since January 2005)

Research & Development  
Officer (Section 75):

Ms. Christine Loudes  
(October 2000 – December 2000)

Research & Development  
Officer (Section 75):

Ms. Tansy Hutchinson  
(January 2001 - December 2004)

Project Co-ordinator  
EU SOLID Project:

Ms. Tansy Hutchinson  
(from January 2005)

Development Worker  
(Racial Harassment):

Ms. Marie Keating  
(since August 2002)  
Ms. Jolena Flett  
(December 2003 – August 2004 on  
part-time maternity covered for Marie)  
(since September 2004 job sharing with  
Marie)

Over the first decade NICEM had a lot of support from individual volunteer, who had committed a lot of their time and energy to assist our work (both projects and office support). We could not list all in here. But we would like to extend our sincere thanks for their contribution to our anti-racism movement.

We also used this opportunity to extend our sincere thanks to our funders who provide the invaluable financial support for NICEM during the past ten years:

- The then Northern Ireland Voluntary Trust (now the Community Foundation for Northern Ireland)
- John Moore Foundation
- Joseph Rowntree Charitable Trust
- The then National Lottery Charity Board, Community Fund (now the Big Lottery)
- Church Commission for Racial Justice
- Making Belfast Work
- The then Belfast European Partnership Board (now the Belfast Local Strategic Partnership)
- Commission for Racial Equality for Northern Ireland
- Equality Commission for Northern Ireland
- Community Relations Council



- Comic Relief
- Barrow Cadbury Trust
- Allen Lane Foundation
- Voluntary and Community Unit of DSD
- Home Office European Refugee Integration Fund
- Refugee Council
- EQUAL from both DWP and DEL
- Volunteer Development Agency
- OFMDFM
- European Commission
- South & East Belfast Trust
- Northern Health and Social Service Board
- Department of Education on EU Project