



Carlow Intercultural Charter

Carlow is home to many diverse nationalities, ethnicities and cultures, all of whom contribute to its vibrant social, cultural and economic life.

This **Intercultural Charter** is a statement of County Carlow's commitment to foster and sustain a vibrant, inclusive and truly intercultural society, in which all residents have a sense of belonging and are valued equally, regardless of their colour, ethnicity, nationality, heritage, creed or culture. We also commit to the development of structures and the delivery of services, which will enable this to come about.

To fulfil this will require collaboration between all citizens, as well as the statutory, voluntary, academic and private sectors and the social partners.

In advancing an intercultural Carlow, we are committed to:



Celebrating Diversity: We will create opportunities to acknowledge and celebrate the diverse traditions, customs, calendars and festivals, which the various communities in the county observe, and, in so doing, encourage learning and mutual respect.

We will raise awareness of the stories of migrant communities and of their experiences and hopes for life in Carlow.



Information and Access to Services: We will provide clear, easy-to-understand information in different languages about the services in the county, in both printed and on-line formats, in accessible publicised spaces and in the places that are regularly visited.

We will find ways to get information to those who are isolated or who are not able to access centralized information spaces.



Education: We will support equality of access, equality of opportunity and full participation in all aspects of education throughout the lifespan – including lifelong learning, and we will celebrate and promote the richness of cultural diversity through the education system.

We will support and celebrate the existence of different mother tongues in the county.



Value and respect all, and combat racism: We will promote the attainment of a Carlow society, which values all cultures equally, regardless of the colour of a person's skin, their place of origin, ethnicity, heritage, entity or religious belief, and in which there is tolerance, inclusion, mutual respect, engagement and inter-cultural interaction.

We will promote and demonstrate respect for all ethnicities in attitudes, language, modes of expression and behaviours.



Community and Political Life: We will actively reach out to migrants and members of new communities - to proactively support them in respect of community engagement and citizen participation in local development.

We will support the development of intercultural and multi-ethnic community groups and associations, and will ensure minorities are more fully represented on, and participate in, community and voluntary organisations.

We will support the full participation of migrants and migrant groups in the bodies that make decisions in the county, and will strive for migrants' full engagement in the political process.



Employment and Pathways to Work: We will support the provision of training and employment opportunities that will enable migrants fully develop in their careers, and ensure all workplaces are proactive in promoting equal opportunities.

We will encourage the further development of an entrepreneurial culture in new communities, and support migrants who wish to develop their ideas for setting up and growing their own businesses.

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In accordance with the Intercultural Charter, we pledge to promote Inclusion and Interculturalism. We acknowledge that power imbalances and racism exists. We will work actively to raise awareness among all our colleagues and employees to make Carlow a more inclusive and intercultural county in which to live and work.

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Endorsed by:

On behalf of:

