

	Stage 1 Individual level Initial stage	Stage 2 Group level / mass participation Relationship building	Stage 3 Core Group Leadership role
Conditions for participation	Confidence building Person-centred support needs Crisis management & linking into other supports Language supports – literacy, translation, interpreter Information/advocacy and case work needs Caseworker referrals Outreach / Direct targeting Sunday meetings / Migrants Forum Participation costs – travel, food etc Relationship building – establishing relationships , one to one meetings, casework dimension Follow ups by phone / text	Consistency of contact Added to MRCI sales force/database Regular communications: texts, emails, phone calls, bulk emails Follow up with non-attendees Participation costs: travel, food, childcare Logistics of meeting time & venue Motivational and engaging agenda Social spaces for participation & solidarity building	One to one support w/ individual leaders to build confidence – informal coffees, social spaces Dependency / healthy scenarios Progression options in MRCI & externally Resources for participation Not to be pulled on too much Practice speaking in public Dress & clothing... cultural awareness Social spaces for participation & solidarity building
Skills & Knowledge for participation	Induction to group: history, aims, meeting times etc Basic information on relevant rights and entitlements Knowledge of other supports available/external referral Group work skills, group contract etc MRCI background & info Language Skills &/or access to interpreter / translator	Communication Skills - ability to express oneself in group Group work skills – ability to participate in group setting i.e. has moved on from only individual concern Training & workshops to develop skills & explore issues Policy updates / Campaign updates Core campaign asks Understanding political system in Ireland	High level of communication skills & literacy skills Strong analysis and info re campaigns Basic understanding of community work Skills development – technical sills, managing relationships, co-ordination & strategy skills Public speaking skills & techniques Social justice analysis – actors Consistent spaces for development of leadership knowledge and skills Understanding and commitment to equality evident Aware of personal values and organisational/com work values Commitment to equality agenda, understanding of equality Development of skills and analysis relevant to leading out on campaigning, activism – organisational skills, running meetings, action planning and execution
Active & Critical Participation	Active in a collective space for change – not a passive space Storytelling / having voice heard Telling stories in an external space (with ask/analysis) Co-creating and contributing to group culture Clarifying expectations (campaign & outcomes) Peer Support & opportunities to learn from each other (experiential learning) Collective analysis... beginnings of....	Creative projects as consciousness raising: drama, art, music, photography etc Political lobbying Acknowledge layers of participation (...on a continuum) Engage with external spaces Recruitment of others: formally & informally	Policy spaces – opportunity to participate in social policy development and networking external to MRCI in civil society, local community, rep democracy Representational roles and opportunities on migrant rights, low wage worker issues Impacting on / shaping the agenda and strategy Explore personal options (for progression?)
Power Sharing	Opportunity to share Session plan – participative, facilitate meetings The conscious creation of space and opportunity to participate Migrants feeling valued & respected Being listened to	Participating in setting the agenda Allocation of roles & responsibilities Sharing decision making with group members Taking on roles in groups using particular qualities and skills of individual Solidarity work Participation in external meetings	Power sharing culture amongst leaders & being conscious of personal power & how it's used Empowering / supporting full time activists through acknowledgement / recognition & support Clear progression routes to paid roles/internships/volunteer positions Reflection of leadership in action/campaign group decision making Reflection of leadership in MRCI decision making (board and staff) Access routes to education e.g. Community work training Individual progression routes Mentoring of leaders & leaders mentoring of other group members Active in external policy and networking spaces MRCI leaders active in external policy spaces, local communities, politically, in civil society