

# **The National Consultative Committee on Racism and Interculturalism**

## **Presentation on Our Role and Work**

**Philip Watt**

### **Role of NCCRI**

- Independent Expert body of Government and Non Government Bodies  
[www.nccri.ie](http://www.nccri.ie)
- Role of NCCRI is twofold:
  - To provide advice/expertise to Government
  - To develop/mainstream initiatives to combat racism and promote intercultural policy approaches

### **NCCRI Partnership**

- Government Departments, eg:
  - Justice, Equality and Law Reform
  - Foreign Affairs
- Social Partners:
  - IBEC
  - ICTU
- Key NGO's:
  - Travellers; Refugee and Asylum Seekers; Migrants; others
- Northern Ireland: Equality Commission NI, NICEM

### **Work of the NCCRI**

1. An Expert Body
  - National Action Plan Against Racism
  - 'Know Racism' Public Awareness Programme
  - EU National Focal Point (with Equality Authority)
  - Racist Incident Reporting
2. To inform policy development
  - Data and Statistics
  - Policing
  - Education

- Democratic process/elections
- Migration policy
- Workplace
- Women

### 3. Promote understanding and celebration of Cultural Diversity

- Training
- Information/Communication
- Community Development
- Public Awareness Programme
- Media

### **Linkages at EU and Wider Level**

- UN: World Conference/CERD
- EUMC: EU Monitoring Centre, Vienna
- OSCE: Human Rights Office, Warsaw
- ENAR: NGO network, Brussels
- MPG: Migration Policy, Brussels
- Ireland Presidency Conference (see 'Spectrum')
  - 'Space' for dialogue and information
  - Advocacy work

## Research & Policy Unit – Anna Visser

### North/South Approach

“There’s no racism because there’s no black people here”

- *Developing a North/South Agenda for Anti-Racism and Racial Equality Strategies* (1999)
- Seeks to develop common initiatives to combat racism and promote the rights of all minority ethnic groups on the island of Ireland

“Develop strategic initiatives to address racism and promote interculturalism at regional and North/South levels”

–NCCRI Strategy Statement 2005-2007

- Policy Context
- National Action Plan against Racism

“There has been increased cooperation on a North/South basis within Ireland... The NPAR should seek to build and enhance this co-operation”

–Diverse Voices, 2003

### NCCRI North/South Work Plan

- Partnership board
- Migration sub-committee
- March 21 campaign
- Providing public services
- Borderlines

## **Training & Resource Unit - Kensika Monshengwo**

### **The NCCRI Training Unit**

The Training and Resource Unit was set up in April 2000. Since the unit was established it has:

- Promoted the need for anti-racism training
- Provided anti-racism awareness training
- Worked to encourage and develop anti-racism policies within organisations receiving training

### **Organisations trained include:**

- Department of Enterprise, Trade & Employment
- The Equality Authority
- The Equality Tribunal
- Garda Racial & Intercultural Unit
- Trinity College, Social Work Students
- Dublin City Council
- Cork City Council
- Comhairle, Citizen Information Centres
- Dublin City University, International Office
- Office of the Director of Public Prosecution
- Office of the Refugee Applications Commissioner
- Prison Services

### **Health Boards**

- Eastern Area Health Board
- Eastern Health Board
- East Coast Area Health Board Mid-Western Health Board
- North Western Health Board
- Northern Area Health Board
- South Eastern Health Board: Carlow, Clonmel, Kilkenny, Waterford and Wexford.
- Southern Health Board: Cork, Killarney and Skibbereen.
- South Western Area Health Board, International Adoption Unit.
- Mid Western Health Board

### **Hospitals**

- Saint James Hospital School of Nursing & Guide Clinic
- St. Michael Hospital, Dun Laoghaire

- St. Michael's House in Ballymun
- Temple Hospital
- The Eye and Ear Hospital
- The Mater Private Hospital

### **Area Partnerships**

- Area Development Management
- Bray Partnership
- Southside Partnership
- Wexford Area Partnership

### **Organisations working with Refugees and Asylum Seekers**

- Irish Refugee Council
- Access Ireland
- FÁS - Refugee Language Support Unit
- Intercultural Working Group of the North West Inner City Area Network
- Homeless Agency
- Vincentian Refugee Centre

### **Organisations working with Travellers**

- Pavee Point
- Clondalkin Travellers Development Group
- Resources Teachers for Travellers Glebe, Enniscorthy

### **What is Anti Racism Training?**

- A component of an overall strategy to address racism within an organisation.
- The role of the trainer is to facilitate this process and to work towards not only changing attitudes, but also behaviour and practices.

### **Anti-Racism and Intercultural Training?**

- "Anti-racism" seen as a negative
- Intercultural training perceived as less threatening and more forward looking.
- Others would argue that "race" does not exist; therefore the use of the terms racism and anti-racism are obsolete

## **Aim**

- To help participants acquire the necessary awareness to understand and meet the challenges associated with living and working in a multi-ethnic society.

## **Objectives**

- To help participants acquire the necessary awareness to understand and meet the challenge associated with an emerging multi-ethnic society.
- To provide information on the processes and the manifestations of racism and the ways to address such racism.
- To encourage organisations or statutory bodies to adopt policies, good practice, policies and action plans to combat racism and promote Interculturalism.
- To promote inclusive and culturally appropriate service delivery to minority ethnic groups, including Travellers and more recent groups such as migrant workers, refugees and asylum seekers.

## **The Role of Anti-Racism Training**

- Challenging our own attitudes and dismantling the myths and misinformation about minority ethnic groups
- Assisting the development and the implementation of policies
- Creating an environment that embraces diversity, where diversity is seen as normal, positive, a source of innovations and where racism is not tolerated
- Encouraging the adoption of good practice
- Finding out about emerging issue in the workplace
- Fostering and maintaining an anti-racist culture
- Raising awareness about ethnic diversity and discrimination in the workplace
- Sending clear messages to staff members

## **Our Approach**

- The overall approach to the training is participative and non-threatening.
- The training session is usually adapted to the participants, according to their hopes and expectations.
- The NCCRI training seeks to draw on the experiences of the participants to bring the training as close to the their reality as possible

## **Training for Trainers**

The NCCRI is making training available to the various trainers who are considering undertaking Anti-Racism Training.

Aim of the training for trainers

- The aim of the training is to provide participants with the necessary knowledge, skills and attitudes to deliver anti-racism training.

## **Recommendations**

Anti-racism and intercultural training should be:

- Positioned within a 'whole organisation' approach to combating racism and promoting interculturalism in the workplace
- Integrate anti-racism and intercultural training into other training programmes
- Deliver training to all employees
- Incorporate anti-racism and intercultural training into strategic plans of the workplace
- Part of staff development