



CODE OF PRACTICE ~ ANTI-RACISM

October 2020

TÚSLA
An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency

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ACKNOWLEDGEMENTS

This Anti-racism Code of Practice was developed by the Anti-racism and Equality Sub-group of the National Advisory Committee of the Community Development Programme and Pavee Point. The Specialist Support Agency for Travellers in the Family and Community Resource Centre Programme facilitated the development of this document. The information outlined below is adapted to meet the needs of each centre that adopts it as a Code of Practice.

1. INTRODUCTION

BRiLL FRC recognises that racism is an issue at all levels of Irish society. Our commitment to anti-racism is part of our wider commitment to equality and social inclusion.

The organisation understands that racism is a particular form of exclusion faced by ethnic minority groups. It is based on the false belief that some “races” are inherently superior to others because of skin colour, nationality, ethnic or cultural background. Racism denies people their basic human rights, dignity and respect.

BRiLL FRC is committed to this code of practice because:

- Racism is a problem in Irish society and we wish to act in solidarity with those who experience it;
- We wish to create positive outcomes for all;
- There is potential for racism in our own community and we seek to do what we can to prevent this from occurring;
- We are fully committed to adhering to the Equality Acts 1998 and 2004 and the Equal Status Acts 2000 and 2004 and to advancing equality for all.

2. GUIDING PRINCIPLES

BRiLL FRC commits itself to:

- Opposing any form of mistreatment or discrimination acted out against groups or individuals on the basis of their race or ethnicity;
- Recognising people’s differences and standing up for their right to be treated equally and having a say in the decisions which effect their lives;
- Treating all stakeholders of the organisation with complete respect. This will begin to show the community how people from different backgrounds, values and beliefs can work together to bring about positive change;
- Treating people with dignity – not for what they do or do not have, but for who they are as individuals.

Towards this aim, BRiLL FRC will undertake this by implementing the following actions.

2.1 Making our Commitment Visible through:

- Communicating the anti-racist ethos of our long-term Strategic Plans, job descriptions, staff induction manual, newsletters etc.; in the symbols and images we use; and in the messages we communicate;
- Having our commitment to anti-racism in our induction material for the Voluntary Board of Directors (VBODs), staff and volunteer workers;
- Ensuring that materials produced and published are reflective of our anti-racist policy;
- Ensuring that we display material within the Centre that reflects inclusion and makes ethnic minority groups (including the Traveller community) visible.

2.2 Ensuring that our Decision-making Procedures Reflect our Policy by:

- Working towards the participation of ethnic minority members of our community, including members of the Traveller Community, in our decision-making structures and the provision of capacity-building supports and mechanisms, to ensure that this participation is effective;
- Networking with organisations articulating the interests of ethnic minority communities, including Travellers, so that we can be informed and contribute towards equality issues;
- Ensuring that those wishing to work or volunteer within BRiLL FRC will commit themselves to dealing with their own prejudices, in order to listen to all people's views with respect. This will be achieved through accessing internal training, where appropriate. This training will help both the VBODs and staff to understand the difficulties that people experience because of prejudice and discrimination;
- Recognising that, in tackling inequality, members of the VBODs can experience criticism. This will require BRiLL FRC to put in place appropriate support structures to ensure that individuals are protected.

2.3 Ensuring that our Recruitment Procedures Reflect our Policy through:

- The manner in which jobs are advertised;
- The Person Specification prepared for jobs;
- Recruitment and interviewing practices.

2.4 Developing Intercultural Approaches to our Actions and Service Provision through:

- Providing the platform/opportunity for individuals or groups to identify and articulate their own experience of discrimination;
- To make our Complaints Policy visible and accessible to the general public;
- Supporting people's right to choose their own solution to the difficulties they experience;
- Undertaking consultation procedures on the needs and aspirations of ethnic minority members within the local area in which the BRiLL FRC is based. This should also include members of the Traveller community. This will support the development of long term actions in our Three Year Strategic Plan that respond to the needs identified;
- Challenging incidents of racism, as they arise within our organisation;

2.5 Developing Relationships with Ethnic Minority Communities, including Travellers and their Organisations, through:

- Networking and developing partnerships with relevant organisations in developing our plans;
- Using outside expertise, where appropriate, to assist the management of the BRiLL FRC in supporting groups or individuals to tackle inequality;

2.6 Taking Action in Solidarity with Ethnic Minority Communities, including Travellers, through:

- Supporting campaigns to address inequality and raise awareness within our own work;
- Responding to and positively addressing negative articles in the media and public arena that are discriminatory and based on prejudice;
- Raising these issues in the various fora in which we are involved;
- Advocating anti-racist and equality practice.

4. MONITORING THIS CODE

This policy was discussed and agreed at a VBODs meeting on _____.

Signed: _____

Chairperson

Review History:

- **Developed July 2019**
- **Reviewed/Updated April 2020**

APPENDIX 1: Reporting a Racist Incident

Non-governmental Organisations and Independent Recording of Racist Incidents

ENAR Ireland (formerly The Irish Network Against Racism) has established an independent mechanism for reporting racist incidents.

If you experience, witness or hear about a racist incident, there **is** something you can do.

What is a racist incident?

“A racist incident is any incident which is perceived to be racist by the victim or any other person.”

How to report racist incidents

iReport is a reporting system for the people, communities and Organisations of Ireland to document incidents of a racist nature that are occurring nationwide. People bear witness to incidences of racism everyday. If you have experienced, seen or heard about a racist incident in Ireland there is something you can do about it.

www.iReport.ie

By reporting the incident you will help ENAR Ireland:

- Understand how often racist incidents occur in Ireland;
- Understand in greater detail who is experiencing racism in Ireland;
- Understand more about different kinds of racism in Ireland;
- In some cases, if you are willing, take action against the people responsible;
- Devise effective local strategies for combating racism;
- Inform our arguments for stronger anti-racist policies at a national level.

Privacy

The reports you send ENAR Ireland are fully confidential. With your permission, we may contact you for further details about your report to help us further understand the nature and context of the incident. We will never hand over information unless compelled to do so by the law.

- You can contact ENAR Ireland at info@enarireland.org
- For further information visit enarireland.org
- Join the conversation on **Facebook** and **Twitter** @ENARlrl

Why report racist incidents?

- By reporting racist incidents, those reporting may be able to prevent these incidents from happening to someone else.
- People's stories will help authorities and NGOs understand the extent of racist crime and be better able to respond to it.
- More importantly, people can get the help they need and ensure that offenders are brought to justice.

About ENAR Ireland

ENAR Ireland (The Irish Network Against Racism) is a national network of anti-racism NGOs, which aims to work collectively to highlight and address the issue of racism in Ireland through the promotion and monitoring of EU and global anti-racist initiatives. ENAR Ireland is the Irish National Coordination for the European Network Against Racism (ENAR), an EU wide network of over 700 organisations, based in Brussels. Our mission is to lead a strong anti-racism movement in Ireland and to foster a collective civil society response to racism. Monitoring racist incidents is a core part of our work.