

UNDERSTANDING and RESPONDING TO RACISM in Ireland: Irish Association of Social Workers, March 2021



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Racism in Ireland

- **About INAR**
- **Understanding racism** in an Irish context
- **Racism in Ireland** - what is it, its forms and prevalence
- **INAR's areas of work** : Monitoring, Policy, Analysis etc.
- **What can social workers do about racism?**
 - Where/how to report racism (internally & externally)?
 - Supporting a client or colleague affected by racism.
 - What can IASW do? How to create a more inclusive practice.

ABOUT INAR: WWW.INAR.IE

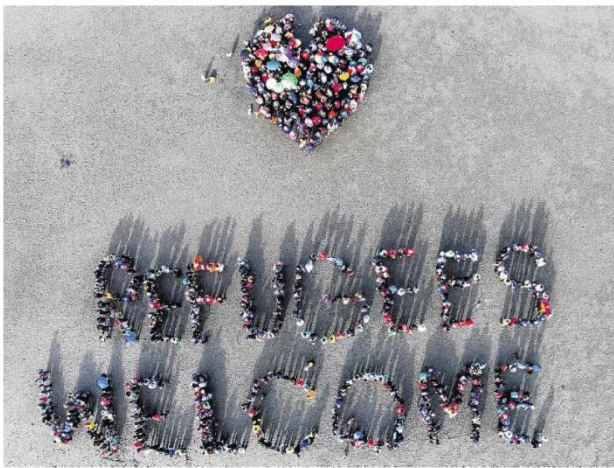
INAR - a national network of 136 organisations working collectively to highlight and address racism in Ireland. Also part of ENAR (EU)





Spelling it out
Solidarity in Sandymount

Members of the public gather on Sandymount strand to show support for refugees fleeing war. The event was organised by a coalition of Irish NGOs and associations who have come together in response to the humanitarian crisis which has seen the largest number of people displaced since the second World War.



People under-reporting racist incidents, and institutions under-recording them produces a HUGE GAP - between how minorities experience society and how society thinks minorities experience it



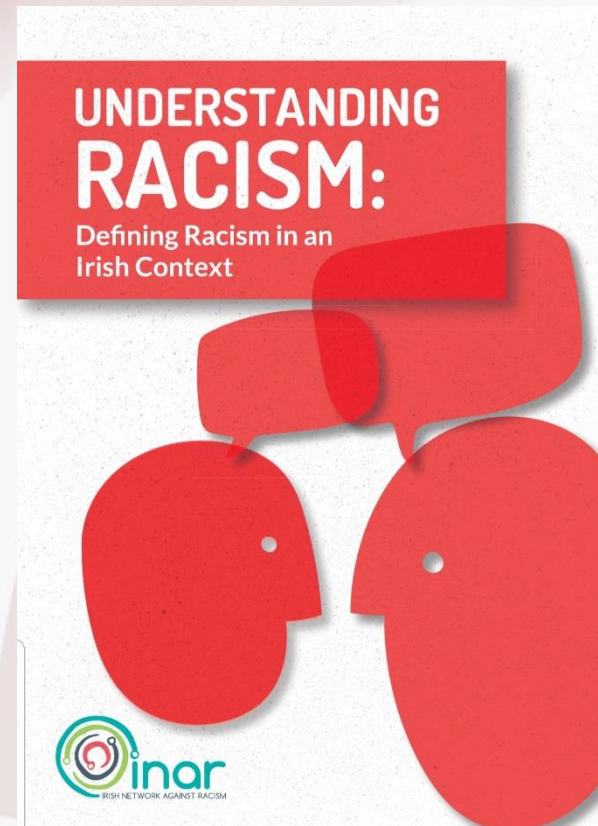
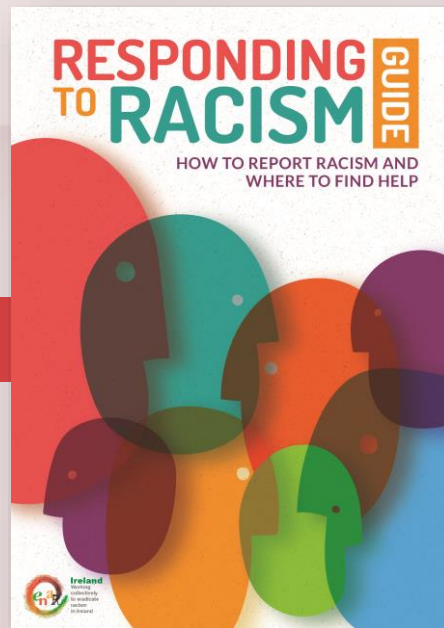
VOICE & Direct Experience



The background features several overlapping, semi-transparent silhouettes of human heads and shoulders in various shades of red and pink. The silhouettes are arranged in a way that they appear to be looking towards the center of the frame. The overall aesthetic is modern and minimalist.

RACISM IN AN IRISH CONTEXT

Understanding **RACISM**



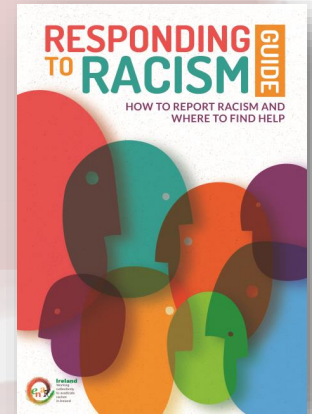
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<https://inar.ie/racism-in-ireland/learn-about-racism/>

WHAT IS **RACISM**?



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INAR understands racism as:

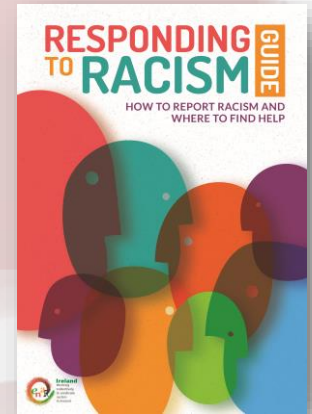
Any action, practice, law, speech or incident which has the effect (whether intentional or not) of undermining anyone's enjoyment of their human rights, based on their actual or perceived ethnic or national origin or background, where that background is that of a marginalised or historically subordinated group.

Racism carries connotations of violence because the dehumanisation of ethnic groups has been historically enforced through violence.

WHAT IS **RACISM**?



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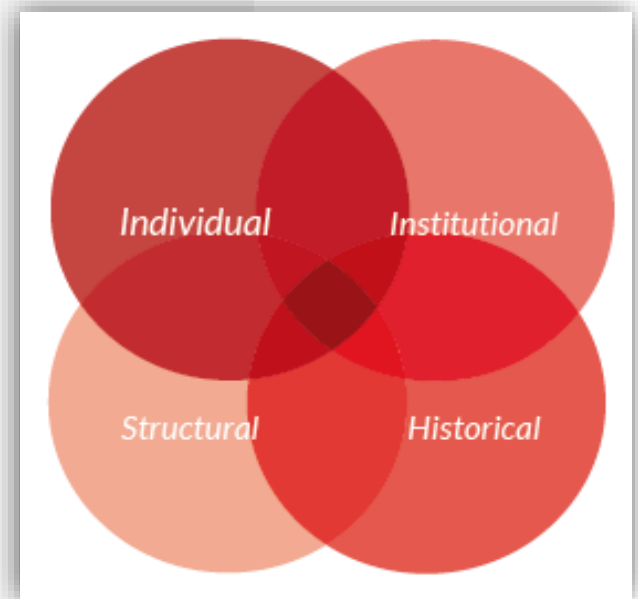
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4 DIMENSIONS OF RACISM

Racism operates through 4 overlapping dimensions:

- ❑ **Historical**
- ❑ **Structural (societal)**
- ❑ **Institutional**
- ❑ **Individual (interpersonal)**



Structural and institutional racism create the conditions that make forms of **individual racism** seem normal and acceptable, making discrimination and violence more likely.





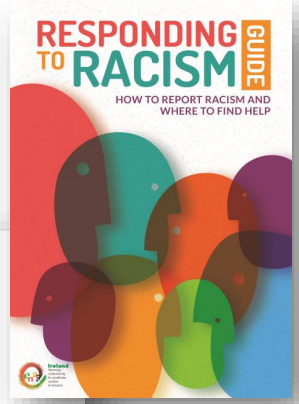
Two year old Iancu Muntean pictured with his mother Loredana, father Iancu and sister Regina (4) outside their home in Meadowbrook Estate Athlone - www.independent.ie

INDIVIDUAL RACISM

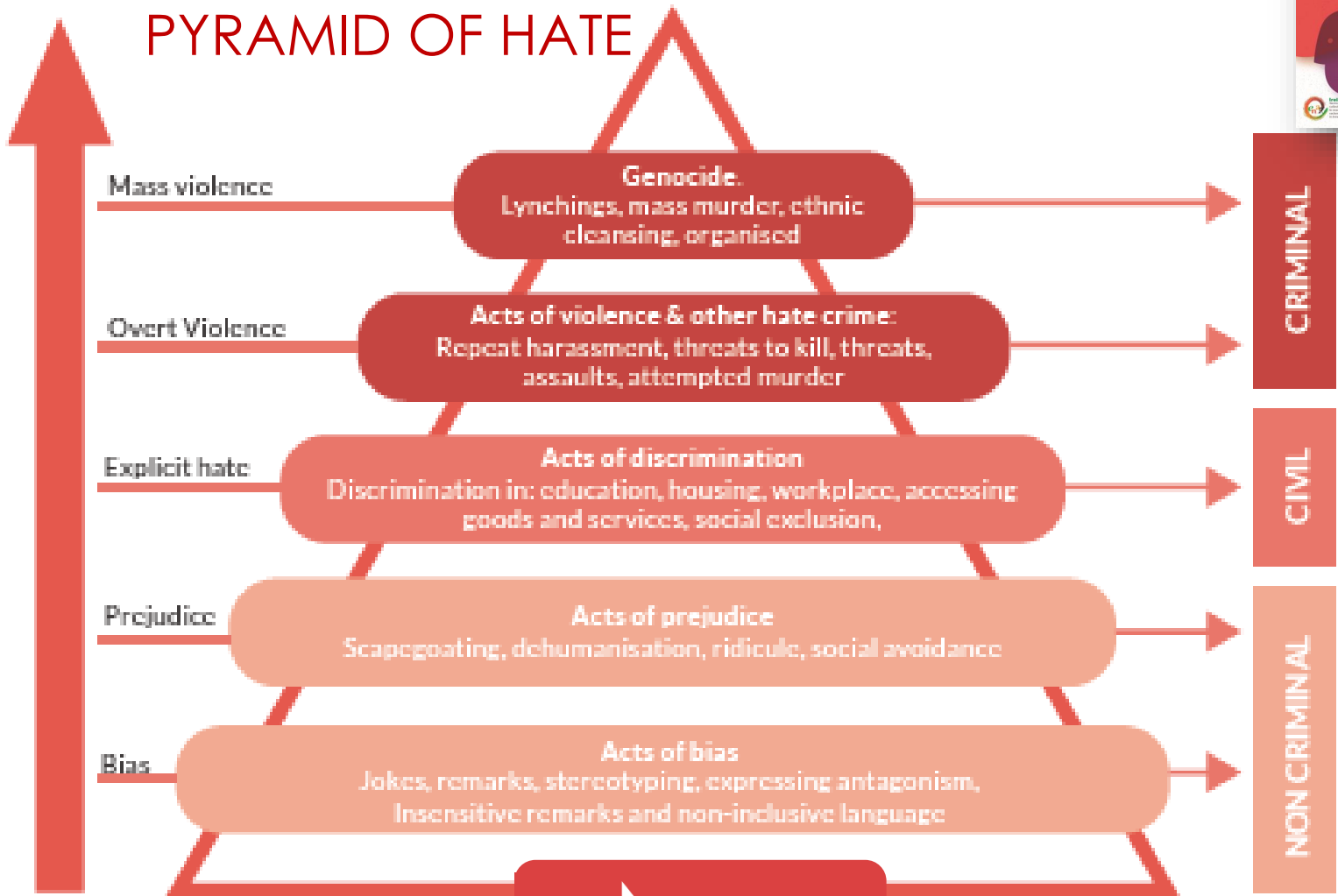
MANIFESTATIONS:

- Racist crime
- Racist discrimination
- Racist hate speech
- Microaggressions
- Labelling and stereotyping





PYRAMID OF HATE



RACISM IN IRELAND:

IS IT COMMON?

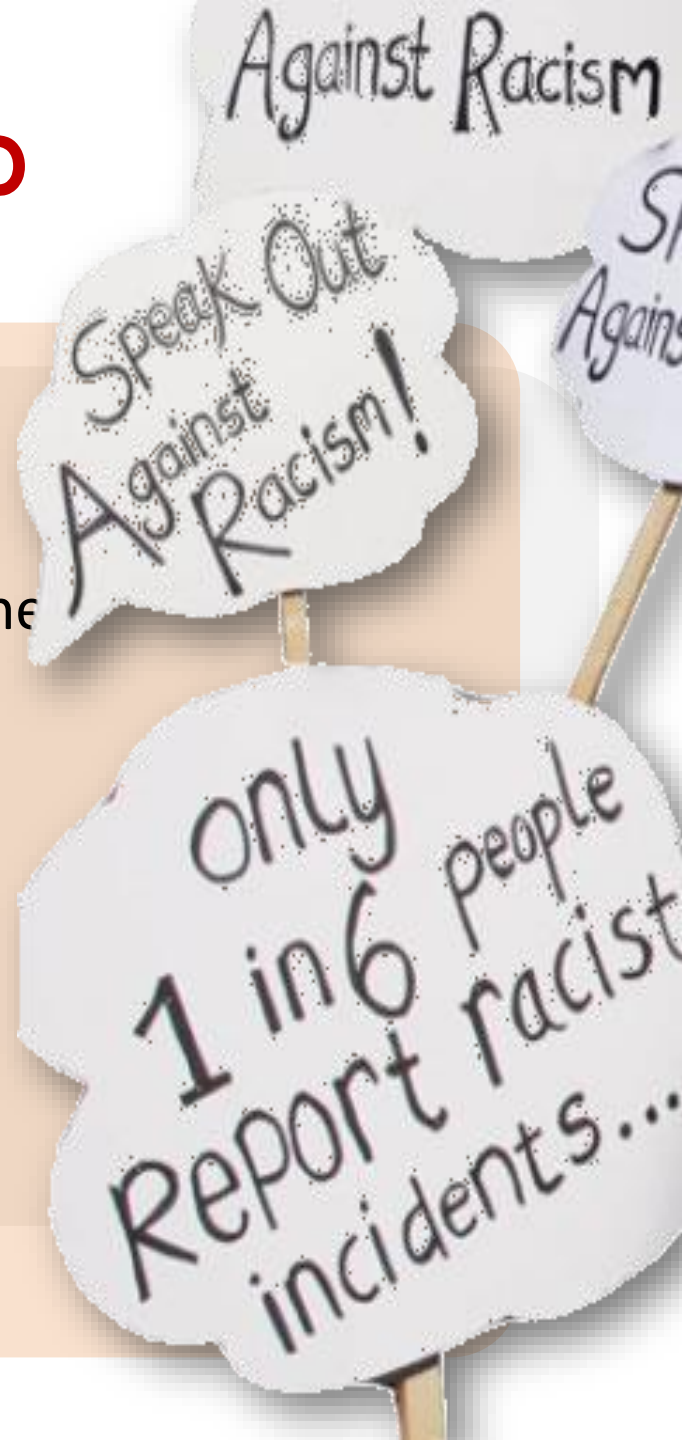
- **112 racist crimes** reported to iReport.ie in 2019
- **Racist incidents in the workplace:** Ireland ranked as one of the **worst Europe-wide** with a rate of **33%**, compared to an EU average of 22%. (*FRA, 2018*)
- Black non-Irish people are **5x more likely** than white Irish people to **experience discrimination** when seeking employment. (*ESRI, 2018*)
- **62%** of Travellers felt that they were discriminated against **in school** and **61%** in **retail and places of entertainment**. (*AITHS, 2005*).
- **60.1%** of settled people would not welcome a Traveller as a member of the family (*NUI Mynooth, 2011*).

iREPORT.IE DATA:

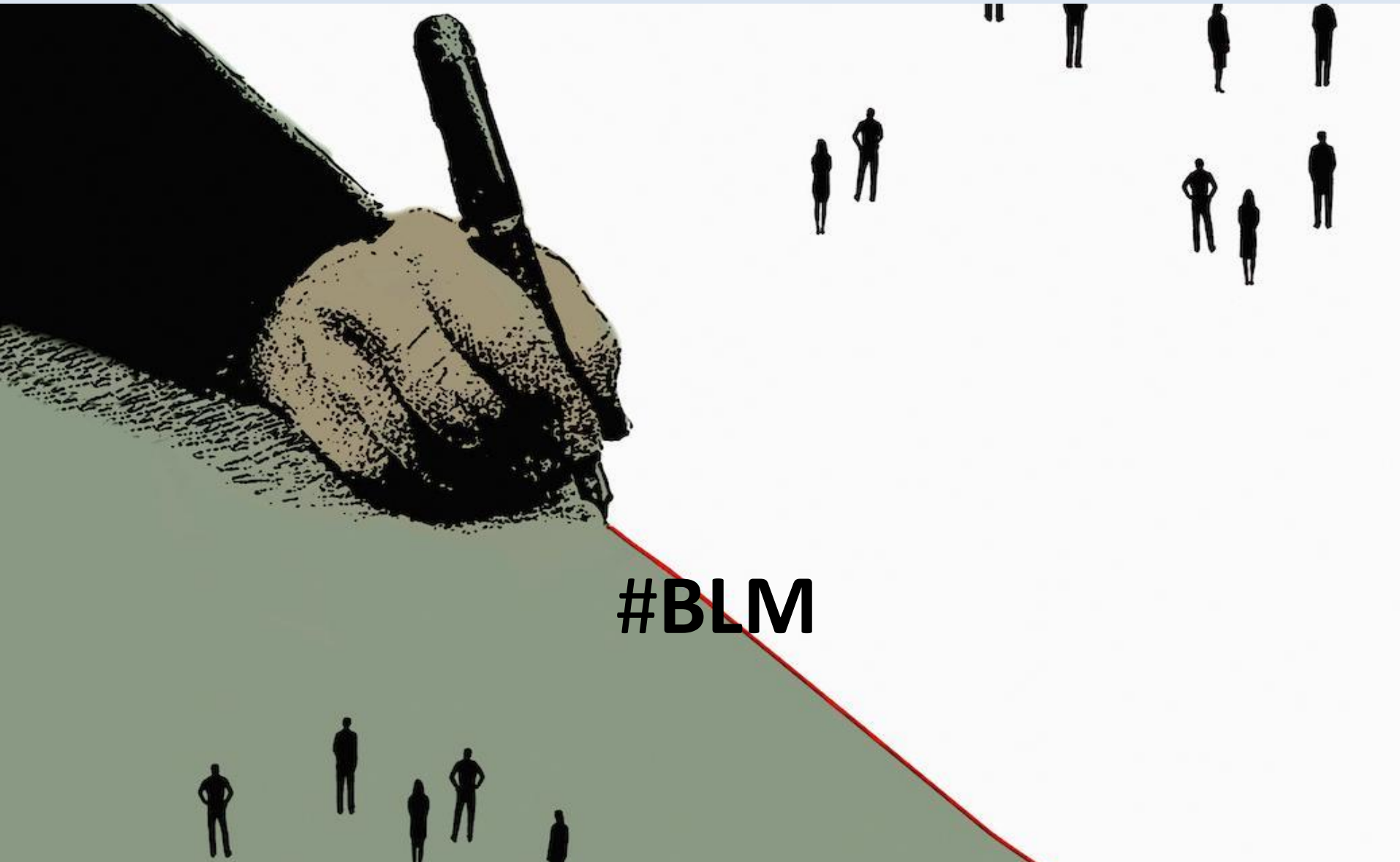
RACISM IS UNDERREPORTED

IN THE REPUBLIC OF IRELAND

- Only **1 in 6 people** surveyed report racist incidents to Gardaí or other official bodies
- **70%** of racist crimes were not reported to Gardaí
- **34%** of discrimination cases not reported anywhere



People under-reporting racist incidents, and institutions under-recording them produces a **HUGE GAP** - between how minorities experience society and how society thinks minorities experience it



INTRODUCING iREPORT.IE:

RACIST INCIDENT REPORTING SYSTEM



- A **confidential, independent, national** reporting system to document racist incidents.
- **Who can report:** people who experienced racism, witnesses, bystanders, supporters ...
- **What can be reported:** any racist incident.
- Makes it as **easy for people to self-report.**
- **Photographs, videos, screen grabs and other files** can be uploaded.



iREPORT.IE: HOW DOES IT WORK?

THOSE AFFECTED & WITNESSES CAN REPORT ALL FORMS OF RACISM

REPORT ONLINE WWW.IREPORT.IE

DATA ON RACISM IN IRELAND

REPORTS EVERY 6 MONTHS

INFORMATION, INFLUENCING, LOBBYING FOR CHANGE



Discrimination at work



Discrimination in access to services



Racist crime



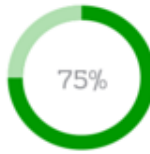
Racism in the media & online



Name calling, labeling etc.



Photos, videos, screen grabs can be uploaded with your report



50%



UN & European organisations



Irish government & policy makers



Media & public



Unions, NGOs, organisations



Community action

EU & INTERNATIONAL

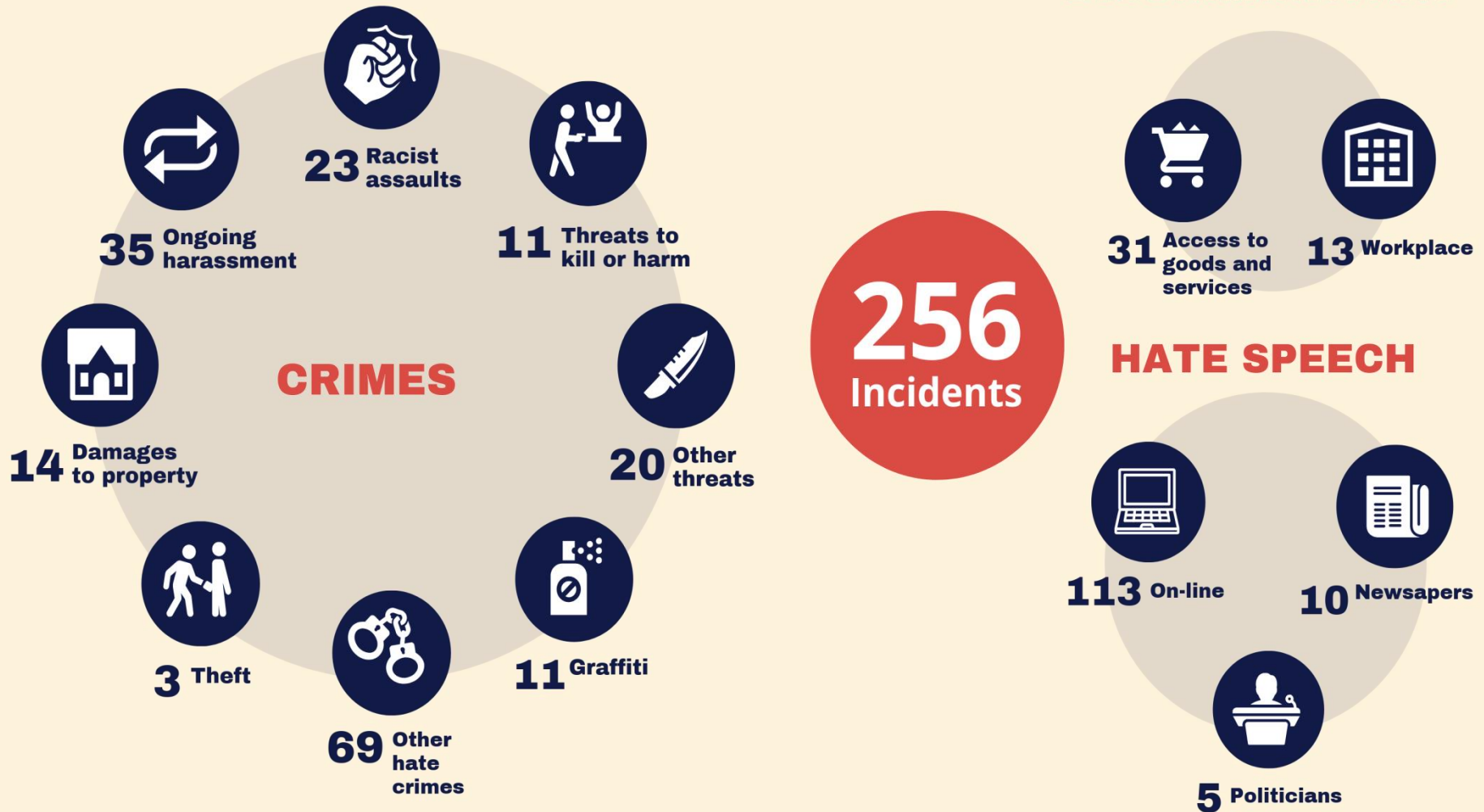
NATIONAL

LOCAL

2017
Jul - Dec

RACIST INCIDENTS

Racism in Ireland: iReport.ie Reports of Racism



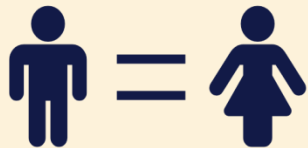
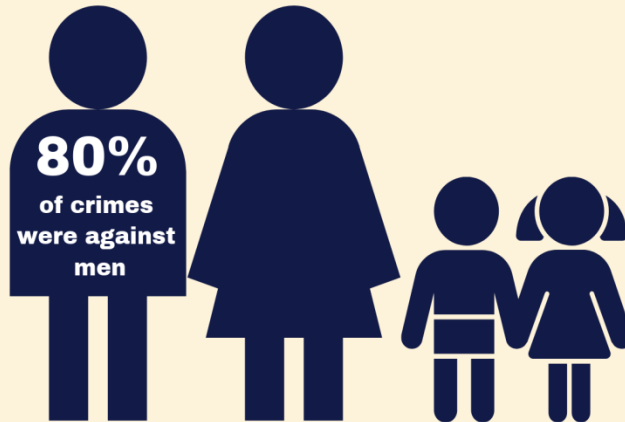
2017
Jul - Dec

VICTIMS

Racism in Ireland: iReport.ie Reports of Racism

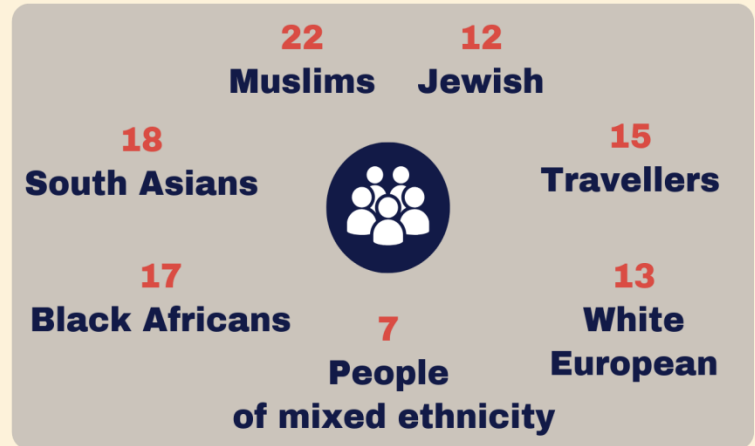
GENDER

Men experienced significantly more **CRIME** than women, but a high proportion of these also included **abuse and threats against their families.**



Men and women were **equally likely** to be victims of **DISCRIMINATION.**

TARGETED GROUPS



IMPACT OF RACISM ON VICTIMS



81

Psychological



63

Social
isolation



31

Financial



16

Physical



CITIZENSHIP

Irish citizens made up almost a half of victims of racist crime and discrimination

2017
Jul - Dec

PERPETRATORS

Racism in Ireland: iReport.ie Reports of Racism



75%

of racist crime and abuse was by **WHITE IRISH PEOPLE**



2/3

MEN were responsible for 2/3 of racist crimes and abuse incidents, and **twice** as likely to illegally discriminate as women.



58%

In 58% of incidents perpetrators were acting **ALONE.**



1/3

of discrimination cases were by **PUBLIC SECTOR STAFF.**



3x

ADULTS were three times more likely to be perpetrators of racist crimes and abuse than young people.



Most perpetrators were **NOT UNDER INFLUENCE OF ALCOHOL OR DRUGS.**

2017
Jul - Dec

REPORTING

Racism in Ireland: iReport.ie Reports of Racism



CRIME



2/3
of racist crime victims

did not report to the police

UNDERREPORTING



ILLEGAL DISCRIMINATION



Cases were reported to a wide range of public and private sector organisations.

25%

of abuse cases were reported to police.

40%

of crimes were reported to organisations other than the police.



Victims did not report to Gardaí mostly because they did not believe that the Gardaí would do anything.

HATE SPEECH



REPORTED

Over **50%** of hate speech cases were reported by the public to social media publishers.

Only **6** of these posts were removed after complaint.

Most victims of racist crime would like a **self-report platform** to make reporting to Gardaí easier. Self-report forms are already widely used in other countries to encourage reporting.

The background features several overlapping, semi-transparent silhouettes of human heads and shoulders in various shades of blue. The silhouettes are arranged in a way that they appear to be part of a larger group, with some heads facing forward and others slightly turned. The overall aesthetic is clean and modern, with a focus on human figures.

REPORTING RACISM

RECOGNISE WHAT HAPPENED

OR

DISCRIMINATION:

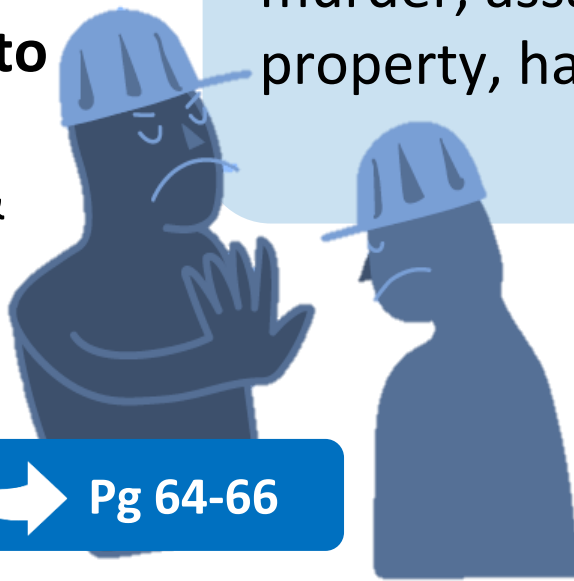
Occurs when a person is treated less favorably because of their membership in a particular group. It can happen **at work** or while **accessing goods & services**.

3 out of the 9 grounds listed in Equal Status Acts (ROI) refer to racism:

- **'Race'** (skin colour, ethnicity & nationality)
- **Religion** (or none)
- **Membership of Traveller Community**

HATE CRIME:

A **criminal, violent act** motivated by a **bias or prejudice** against someone's identity or background, **treated as crime in criminal law**. (i.e. murder, assault, damage to property, harassment etc).



 Pg 48-49

 Pg 64-66

WHERE TO REPORT **RACIST CRIME (ROI)**

LEGISLATION:

- There's **no specific hate crime legislation** in Ireland yet (in process & under review).
- **Relates to: CRIMINAL LAW**

 Pg 48-50

REPORT TO:

AN GARDA SÍOCHÁNA

 Pg 50-61



WHERE TO REPORT **RACIST DISCRIMINATION**

- **Discrimination at work:** Employment Equality Acts 1998–2015.
- **Discrimination in the provision of goods and services (incl. education):** Equal Status Acts 2000–2015. (ESA)

 Pg 64-72

REPORT TO:

1. **Employer/service provider** first and/or
2. **Equality body: **WORKPLACE RELATIONS COMMISSION (WRC)**** which is like a court and can investigate, judge & decide on **all** equality cases.

Irish Human Rights & Equality Commission (IHREC) and **NGOs** can assist & inform on equality rights.

 Pg 67-169



DISCRIMINATION in the WORKPLACE

Discrimination can manifest in **All professional settings** (on an individual and institutional level).

It is unlawful for an employer to discriminate in relation to:

- Admissions
- Access to any service, facility or benefit they provide
- Any other term or condition of participation or employment
- Disciplinary measures against an employee, or any other sanction

 Pg 133-144

There are some situations in which the ESA allows people to be treated differently. **See details:** www.ihrec.ie.

The background features several overlapping, semi-transparent silhouettes of human heads and shoulders in various shades of brown and orange. The silhouettes are arranged in a way that suggests a group of people, with some appearing more prominent than others. The overall aesthetic is warm and abstract.

TAKE ACTION

HOW TO REPORT RACISM: USEFUL TIPS

1

IDENTIFY THE FORM OF RACISM

- **What happened:** a crime, discrimination, hate speech?
- This will determine **where to report.**

2

COLLECT DETAILS & EVIDENCE

- Know the **details** (who/ what/ when/ where/ how)
- Seek **evidence and witnesses.**
- **Keep records** of the incident, your complaint & all comms
- Communicate **in writing.**

3

REPORT IT

REPORT ALL CASES TO IREPORT.IE



- Try to resolve the problem **internally** first.
- **Identify the external body** to report & their complaint procedure.
- Was it racism? **Say it.**
- Not happy? **Appeal.**

4

SEEK SUPPORT & ADVICE

- **Get advice** before taking any serious steps.
- **Seek support** (emotional/ legal/victim/ other support) when required.

WHAT CAN YOU DO –

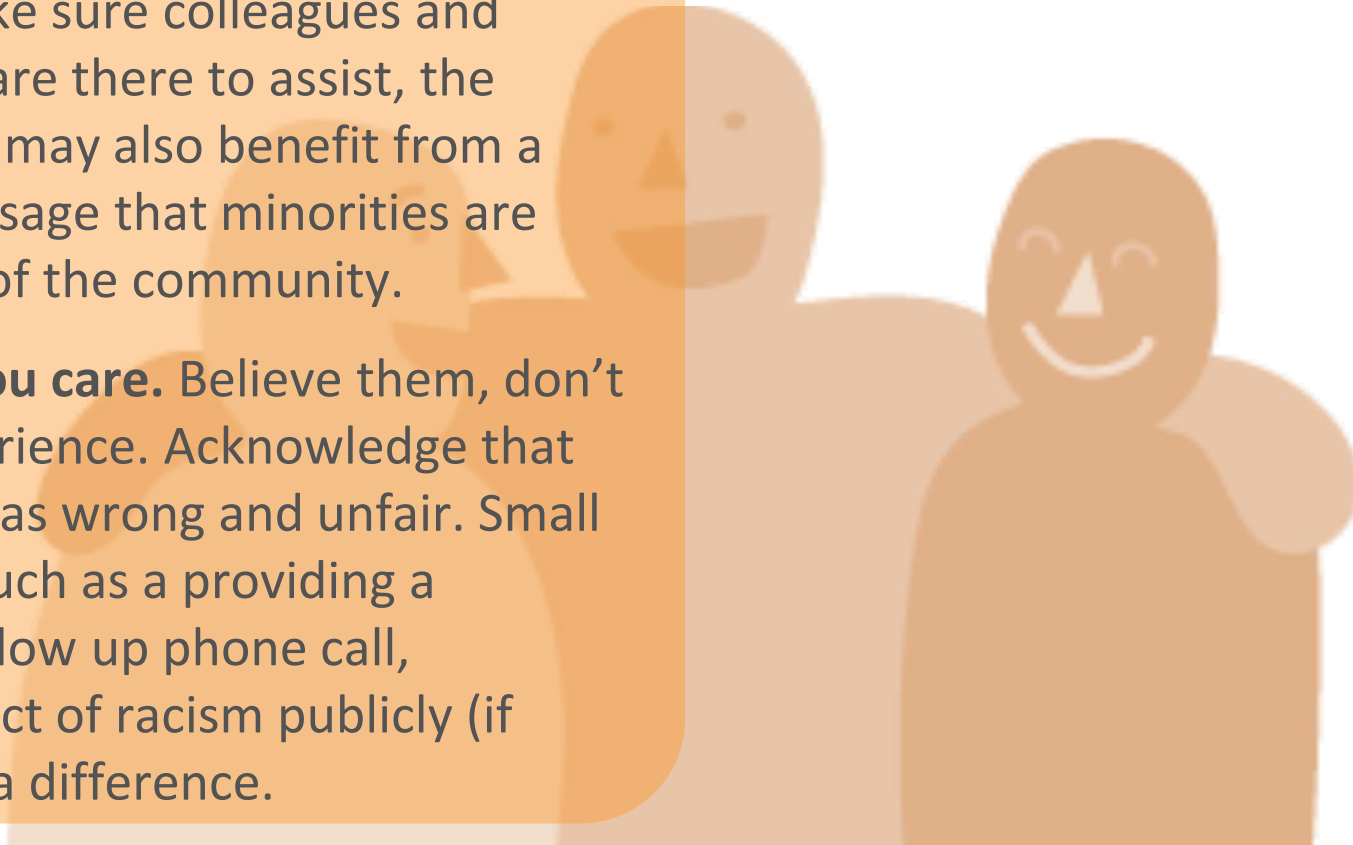
- **Learn** about anti-racism and diversity.
- **Be aware of your own biases and prejudices.**
- **Recognise that you have a power to influence others.** Use it in your SU in the college and in your private life.
- **Challenge racism when you see it.** Confront inappropriate behaviour & language, not the person.

A lack of reaction can be interpreted as acceptance and encourage normalising discriminatory behaviour. Intervening helps with **challenging and changing the cultural norms** that make racism acceptable and make those affected feel excluded.



HOW TO SUPPORT AFFECTED PEOPLE?

- **Provide a clear route of reporting** so colleagues and clients know anti-racism procedures and policies, where to find them, who to contact. Review if needed or develop them if you don't have any.
- **Be available** - make sure colleagues and clients know you are there to assist, the wider community may also benefit from a strong timely message that minorities are valued members of the community.
- **Let them know you care.** Believe them, don't belittle their experience. Acknowledge that what happened was wrong and unfair. Small acts of kindness such as providing a listening ear, a follow up phone call, condemning the act of racism publicly (if applicable) make a difference.



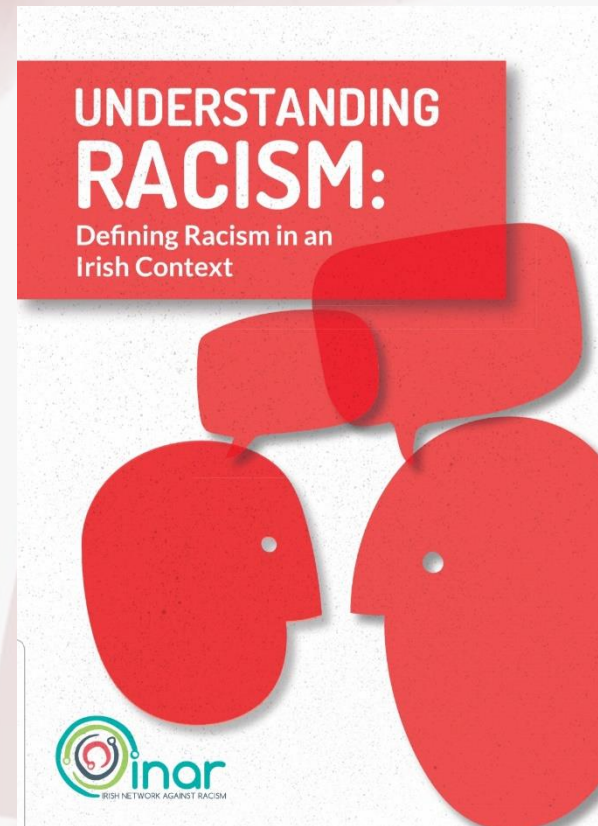
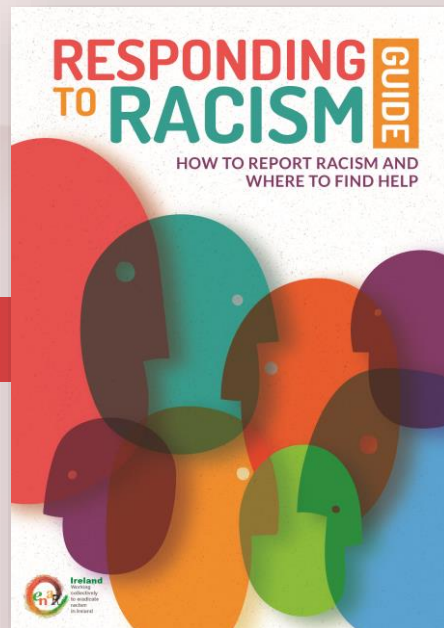
WHAT CAN **Social Workers** Do about racism?

- **Clarify your IASW, CORU, TUSLA etc. stances and values.** Social workers and their employers and bodies have a responsibility to help battle racism and become more open and purposefully anti-racist
- Apply **zero tolerance for racism approach in work settings** whether towards staff, clients or anyone.
- **Make your stand on racism visible and clear.** Communicate your diversity messages consistently. Ensure that communication is **two-way** and reflected in your internal comms and publicity campaigns/materials.
- **Give space to minority voices.** Invite, encourage and listen to underrepresented voices and perspectives.

WHAT CAN Social Workers Do about racism?

- Support the development and work of the **Anti Racism Advisory Group** within the profession and structures
- Read, implement and follow on up on the recommendations of the **IASW Anti racism Strategy**
- **Utilise the Public Sector Duty** – applies to CORA, TUSLA etc.
- **Celebrate diversity** by marking important festivities (i.e. Christmas, Divali, Hannukah, Eid etc.), participate in Traveller Pride Week. Anti racism month etc.
- **Commit to in-built sustained action, including training.**
Mandatory examined pre-entry anti racism training for all social workers, and mandatory examined Anti racism training as part of CPD. -With trained anti racism tutors who have a social work background.

Understanding **RACISM**



→ Pg 20-21

<https://inar.ie/racism-in-ireland/learn-about-racism/>

THANK YOU!



Racism:
see it
send it
end it.

www. iREPORT .ie

INAR

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www.inar.ie

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Don't ignore racism – report it! See it. Send it. End it.