

Raising Awareness ***diversity and racism***

**An activity pack for
schools and youth workers**

Equality  **Commission**
for Northern Ireland

**The Equality Commission
for Northern Ireland
Racial Equality Directorate
60 Great Victoria Street
Belfast BT2 7BB**

www.equalityni.org



**The National Consultative
Committee on Racism and
Interculturalism
26 Harcourt Street
Dublin 2**

<http://homepage.eircom.net/~racismctee>

Resources

This section provides references to useful websites and a glossary of terms.

Websites -

www.equalityni.org

Website of the Equality Commission for Northern Ireland which has information on a range of equality issues including racial equality and this activity pack and its updates.

<http://homepage.eircom.net/~racismctee>

Website of the National Consultative Committee on Racism and Interculturalism which has a wide range of background information and this activity pack and its updates.

www.equality.ie

Website of the Equality Authority in the Republic of Ireland with information on a range of equality issues, including information about the recent equality legislation.

<http://www.unhchr.ch/>

Website of the UN High Commission for Human Rights; for further information about the forthcoming World Conference on Racism.

<http://www.unhchr.ch/>

Website of the UN High Commissioner for Refugees includes a section especially for teachers (see 'for teachers' on the main page of the site). For primary schools there is a free seven minute video and support pack - 'Carly' - which is an educational tool for 5 - 8 year olds and includes a handbook and notes for teachers. This pack and video are available from the UNHCR, 27 Upper Fitzwilliam Street, Dublin 2 or UNHCR, 21 - 24 Milbank Tower, London, SW1P 4QP.

www.irlgov.ie/justice

Website of the Department of Justice, Equality and Law Reform which includes press statements on Ireland's recent ratification of the CERD and the forthcoming national anti-racism public awareness programme.

www.cre.gov.uk

Website of the Commission for Racial Equality in London for a range of information on racial equality issues.

www.nihrc.org

Website of the Northern Ireland Human Rights Commission

www.blink.org

Website of the 1990 Trust with links to a number of other sites

<http://www.enar-eu.org/>

<http://www.icare.to/>

Websites of the European Network Against Racism in Brussels and the Internet Centre Against Racism.

<http://www.racism.org.za/NGOFORUM>

For information on the non-governmental forum in South Africa that will run parallel to the World Conference.

<http://www.hri.ca/racism/>

Website of the Human Rights Institute in Canada which includes, among other things, updated and comprehensive information on the World Conference.

<http://ireland.iol.ie/~pavee/>

Pavee Point Travellers Centre.

www.itmtrav.com

Irish Traveller Movement.

www.irishrefugeecouncil.ie

Irish Refugee Council

www.refugeecouncil.org.uk

United Kingdom Refugee Council

<http://migration.ucc.ie/immigration>

Irish Centre for Migration Studies

The role of the Media

See workshop section and the following publications:

- 'The Media in Ireland' (Ed) Damien Kiberd. Open Air, 1999
- Racism in Ireland. The Media in Focus. NUJ, 1998
- Racial Equality Bulletin No 2 - press reporting on minority ethnic issues and racism in Northern Ireland. Equality Commission, 1999

Glossary of Terms -

What do we mean by racism?

Any theory involving the claim that racial or ethnic groups are inherently superior or inferior, thus implying that some would be entitled to dominate or eliminate others who would be inferior; or which places a value judgement on racial differentiation, has no scientific foundation and is contrary to the moral and ethical principles of humanity (UNESCO Declaration, 1978)

Racism is the belief that some 'races' are superior to others - based on the false idea that different physical characteristics (like skin colour) or ethnic background make some people different from others. (Edinburgh City Council, Education Department)

There are a number of forms of racism evident in Ireland, North and South:

- The racism experienced by the Traveller community based on their distinct culture and nomadic identity.
- The racism experienced by minority ethnic groups on the basis of skin colour and ethnicity, whatever their legal status or citizenship.
- The racism experienced by refugees and asylum seekers.

What do we mean by 'race'?

The term 'race' has been used in the past to indicate recognisable categories within the human species. The concept has been disproved by many academics as an attempt to rank people according to physical and biological criteria. The acceptance of 'race' as a credible concept has been used as a justification for racism. As a term 'race' is still used in both a legal and other contexts in Ireland, North and South.

Human beings are one species. Species is a biological term given to any group of animal or plants that can procreate and produce descendants. Within this species (Homo Sapiens) there is a diversity of physical features: skin colour, facial features, bone structures, hair, height, and so on. Increasingly, the term ethnic group is replacing the outmoded concept of 'race'.

What is an ethnic group?

Generally speaking an ethnic group shares a common ancestry, culture, history, tradition and sense of belonging and is a political and economic interest group. Ethnicity is a way of categorising people on the basis of self-identity and ascription by others. This has been the subject of judicial interpretation in the United Kingdom.

What laws apply in the case of racial discrimination?

The most important laws in Northern Ireland (NI) and the Republic of Ireland (ROI) are:

The Race Relations (Northern Ireland) Order 1997. {N.I.}

The Employment Equality Act (1998) {ROI}

The Equal Status Act (2000) {ROI}

Northern Ireland

What is unlawful discrimination under the Order?

There are three main types of racial discrimination:

- Direct - where someone is treated less favourably on racial grounds than others in the same, or similar circumstances.
- Indirect -
 - where there is a rule or requirement which is compulsory for everyone
 - but which a considerably smaller number from a racial group can comply with than the number from other racial groups
 - the imposition of the rule or requirement causes a detriment, and
 - it cannot be justified

- Victimisation - where someone is treated less favourably because they have complained of racial discrimination or given information or evidence in connection with proceedings under the Race Relations (NI) Order 1997 or alleged that someone has contravened the Order or is suspected of doing so.

What does 'racial grounds' mean?

This includes race, colour, nationality (including citizenship) and ethnic or national origin. It also includes the grounds of belonging to the Irish Traveller community defined as:

...the community of people commonly so called who are identified (both by themselves and by others) as people with a shared history, culture and traditions including, historically, a nomadic life on the island of Ireland.

Republic of Ireland

The Employment Equality Act 1998 and the Equal Status Act promote equality and prohibit discrimination in the areas of employment and the provision of goods and services across nine grounds, including 'race' and membership of the Traveller Community. Both Acts have provisions on direct and indirect discrimination.

Direct Discrimination

Amounts to less favourable treatment.

Indirect Discrimination

Indirect discrimination is more subtle and harder to prove. In general if a practice or requirement is found to have the effect of excluding a protected group then the employer or service provider will have indirectly discriminated.

For information on the equality legislation in the Republic of Ireland see: www.equality.ie or contact the Equality Authority ph 01 4173333.