

# A Sample Anti-Racism/Intercultural Code of Practice<sup>1</sup>

## Anti-racism code of practice of (name of organisation)

(Name of organisation) 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.

(Name of organisation) understands racism is a particular form of exclusion faced by minority ethnic 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.

(Name of organisation) is committed to this code of practice because:

- Racism is a problem in Irish society and we are challenged to demonstrate an intolerance of racism and a solidarity with those who experience it.
- Our community is multi-ethnic and multi-cultural and cultural difference challenges us to do things differently if we are to create positive outcomes for all.
- As in wider society, there is potential for racism in our own community and we seek to do what we can to prevent this from finding fertile ground.
- As with all organisations, there is potential for racism in our own organisation and we seek to prevent this potential being realised.
- We are actively committed to advancing the objectives and the expected outcomes of the National Action Plan Against Racism.
- 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 at all levels.

(Name of organisation) commits itself:

To make racism a visible issue through:

- Communicating the anti-racist ethos of our organisation in the mission statement, strategic plans, job descriptions, staff induction manual, organisation's reports, publications, newsletters etc., in the symbols and images we use and in the messages we communicate.

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<sup>1</sup> from the Toolkit in Lynam, S. 'A Strategy Guide, Supporting the Implementation of the National Action Plan against Racism and Towards EU Year of Intercultural Dialogue 2008.' Pobal/NCCRI 2007

- On-going examination of our own ethos so that anti-racism is central to our mission and the assumptions that underlie our work are proofed against racism.
- On-going awareness-raising and training on racism and anti-racist practice for our management and staff (paid and unpaid) and in our inter-project and partnership working arrangements
- Acknowledging the particular oppression of women and girls from black and minority ethnic groups.

To ensure our decision-making procedures are anti-racist through:

- The participation of minority ethnic members of our community including Travellers, in our decision-making structures and the provision of capacity-building supports and mechanisms to ensure this participation is effective.
- Networking with organisations articulating the interests of minority ethnic communities, including Travellers to secure their input to key decisions and plans.
- Assessing all key decisions for their impact on racism and their contribution to positive outcomes for minority ethnic members of the community including Travellers.
- Making anti-racism actions a dimension of all our plans.

To pursue our role as employer in an anti-racist manner through:

- The manner in which jobs are advertised.
- The person specification prepared for jobs
- Recruitment and interviewing practices
- Providing opportunities for members of minority ethnic groups to participate in work experience.
- Taking action to create the conditions for favourable employment outcomes for members of minority ethnic communities, including Travellers.

To promote anti-racism and interculturalism in the materials we produce through:

- Ensuring materials produced and published are attractive and accessible to minority ethnic members of the community including members of the Traveller community.
- Developing materials that promote the organisation in a manner that captures our anti-racist commitment.

To develop intercultural approaches to our actions and service provision through:

- Gathering information on the needs and aspirations of minority ethnic members of the community including members of the Traveller community.
- Challenging incidents of racism as they arise within our organisation.
- Designing actions and services specific to minority ethnic members of the community, including members of the Traveller community, where this will enhance access to and outcomes from our work for these groups or where this will address culturally specific needs and a history of discrimination.
- Tracking, through the collection of data, the take-up by and outcomes for minority ethnic members of the community, including members of the Traveller community, from our actions and services.

To develop relationships with minority ethnic communities, including Travellers and their organisations through:

- Networking and developing partnerships with these organisations in developing our plans.
- Availing of these organisations as sources of information.
- Including these organisations on our mailing lists .
- Resourcing these organisations where appropriate.

To take action in solidarity with minority ethnic communities, including Travellers through:

- Supporting campaigns pursued by these communities and taking up their issues in our campaigns.
- Raising these issues in the various fora where we are involved.
- Advocating anti-racist practice within local and national institutions.

### **Implementing this code**

A post will be allocated within the staff with responsibility for monitoring the implementation of this code and for ensuring it is brought to the attention of staff and the management committee when appropriate.

Staff and management will take responsibility for ensuring information flows to maintain our capacity to implement this code and will take part in anti-racist training when necessary.