Combating racism in 21st-century Ireland

STRATEGIC PLAN 2018-2021

ENAR Ireland
European Network Against Racism Ireland
Being authentically human is something we all cherish and love to believe we are. The fact that we’re all different is what makes us so authentic and unique. So, when your differences are no longer just the colour of your skin or your kinky hair but rather the meaning society has decided to attach to these things it becomes problematic. Paulo Freire wrote: “No one can be authentically human while preventing others from being so”.

By allowing racism to flourish in our society, we automatically deny a group of people the right to be themselves. The increased level of hate crimes and xenophobia in our society today is quite alarming. By denying our own people the right to be, we are in the same process denying our society the opportunity to strive to its full potential. Irish society is diverse and this diversity needs to be respected and recognised at all levels.

The issue of racism has been observed for far too long. We need to break the silence and empower each other to challenge this system. Discrimination against anyone on the basis of who they are should fundamentally be problematic for everyone. This is why, we at ENAR Ireland challenge the status quo by reporting, campaigning and empowering those who experience racism to take action.

The work of ENAR Ireland is more relevant than ever because Irish society needs change. It is my belief that refusing to ever mention race in our discourse leads to far more racist outcomes than if we were to speak about it consciously. We need to challenge hatred and together we can build a more inclusive society. Change does not happen overnight, but it only takes a desire and a conscious collective effort and a number of steps the right direction.

Valery Molay
Chair, ENAR Ireland
Mission
As the national collective voice for building solidarity among groups challenging racism, ENAR Ireland will fight all forms of racism by providing analysis and tools to empower those who experience racism to take action.

Organisational values and guiding principles
ENAR Ireland’s work and organisational efforts are informed by core values and practice principles:

Autonomy: choice, agency, freedom, self-determination and the absence of coercion

Democracy: participation, voice, empowerment and accountability from those in positions of authority

Dignity: respect, relationships of care and love, human worth and the absence of inhumane and degrading treatment, harassment and discrimination

Inclusion: a sense of belonging and community, interdependence, collective responsibility and a valuing of diversity

Social justice: redistribution of wealth, income, jobs and social goods and the absence of privilege and entitlement

OUR VISION
ENAR Ireland’s vision is of an equal, just, inclusive Irish society free from racism.
Following the European Year Against Racism 1997, the Irish Platform Against Racism (as it was then called) was formed in 1998, the same year that saw the birth of the European Network Against Racism (ENAR). Like its European umbrella ENAR, the Irish Platform was conceived as a network organisation with the determination to marshal the resources of civil society organisations, bridging Traveller, Roma, migrant, minority ethnic and minority religious communities into a unified, collective fight against racism in all its forms.

Its vision was of a fully inclusive and equal society, fought for by offering evidence-based critical analysis based on the lived experiences of minorities, and providing tools for lobbying, strategic policy recommendations, using European leverage, building the participative power of communities most affected and fostering solidarity in wider society. By 2005, the now renamed Irish Network Against Racism (INAR) was a consistent voice challenging racism and discrimination at all levels, thanks to the collective efforts of its members and tireless work of its rotating voluntary coordinators.

Propelled by its success in offering a clear and unique voice against racism during the worst conditions of the global economic downturn, in 2011 INAR registered as the European Network Against Racism Ireland, supporting the sustainability of its work by hiring staff and financing projects. Since then, its membership has quadrupled as its outputs and impacts grew along with ENAR Ireland’s reputation as the lead organisation on racism in Ireland. In 2013 ENAR Ireland launched its flagship iReport.ie racist incident reporting system, now widely cited internationally as a model of best practice for civil-society based hate-incident monitoring tools, and definitive source of reliable data on hate crime. ENAR Ireland is today regarded as one of the most successful, vibrant members of the wider ENAR network.

ENAR Ireland is today the go-to organisation for the media on racism and hate crime in Ireland and a model of best practice across the EU. It leads campaigning on hate crime, reporting to intergovernmental organisations, empowering its members, providing analysis to legislators, the media and wider society, and offers a range of expertise from hate crime training to combating racism at a community level. Combining its unique assets, tools, reach and approach, ENAR Ireland and its diverse members are poised to lead Ireland in the fight against racism into the 2020s.

Shane O’Curry
Director, ENAR Ireland
Since its inception in 1997 as the Irish Platform Against Racism, ENAR Ireland has grown into the collective voice challenging racism in Ireland and is recognised as such nationally and internationally

- Has built a strong grassroots membership across the country representing over 80 organisations ensuring that the lived experiences of those who experience racism is at the heart of the work
- Established the iReport.ie as the national independent system for recording racism in Ireland
- Published cutting-edge reports on trends and analysis of racism in Ireland to promote policy and legislative change
- Developed a leadership programme to ensure ENAR Ireland campaigns are led by those who experience racism
- Led campaigns on developing Hate Crime Legislation and ensuring all political parties signed pre-election anti-racism electoral pledges
- Built relationships with politicians, Government departments, civil society and other key stakeholders in discussions around racism
- Built a strong media presence to combat racism, xenophobia and promote positive images of interculturalism and diversity in Ireland
ENAR IRELAND
4 STRATEGIC OBJECTIVES
2018-2021

1. Build a strong and vibrant anti-racism infrastructure in Ireland
   - Lobby for a new National Action Plan Against Racism in Ireland and its effective implementation
   - Build relationships with key stakeholders (statutory and non-statutory) to monitor policies being developed and build profile of ENAR Ireland as the representative voice for anti-racism in Ireland
   - Support ENAR Ireland representatives to bring grassroots-led informed policy positions to key policy forums
   - Ensure effective levels of resources are made available to civil society organisations in order that the voices of those who experience racism are active participants in discussing how Ireland can become free from racism and intolerance
Develop evidence-based research to capture trends and patterns and inform our policy and lobbying work

- Continue to build the role of iReport.ie as the national resource for recording instances of racism in Ireland
- Publish periodic reports and issue-specific reports based on iReport.ie data
- Engage hard to reach communities via ENAR membership to ensure the voices of all those who experience racism can be heard
- Gather feedback from users of iReport.ie to ensure system is accessible to all
- Secure resources to carry out other pieces of research on the impact of racism on individuals and communities in Ireland and strategies for change to influence policy locally, regionally, nationally and at a European level
Be the national voice identifying, monitoring and speaking out against racism

• Ensure that ENAR Ireland advocates on its members behalf at all relevant policy arenas

• Develop collective cohesive responses to various forms of racism (individual, cultural, institutional or structural) to bring about an Irish society free from racism and ensure responses actively involve those who experience racism

• Support ENAR Ireland members and the communities they represent to use, where appropriate, the inadequate existing legislation to report and challenge racism and discrimination

• To provide appropriate supports, tools and resources for members of minority ethnic communities to ensure that discussions on racism in Ireland are informed and led by those experiencing racism
Build the ENAR Network in Ireland

• Promote the role of ENAR Ireland and ENAR to civil society and individuals to increase profile and expand membership base and increase member participation in our work

• Support the development of regional networks to ensure training needs are delivered locally

• Create specific working groups on key issues to generate collective, cohesive national policy in relation to anti-racism across a suite of policy issues, including access to housing, education, employment, sporting associations, the media, justice and how to prevent discrimination and promote inclusion

• Identify and respond to members needs with appropriate training programmes to build capacity of members locally, and ENAR Ireland to challenge racism

• To continue to be active participants in ENAR and to develop its network by fostering partnerships and strategic alliances with organisations with shared values across Europe
OUR ORGANISATIONAL COMMITMENT

- ENAR Ireland will meet all legal and financial requirements, such as under the Charities Act and the Lobbying Act
- ENAR Ireland board and staff will ensure that the organisation meets all obligations under the Governance Code
- ENAR Ireland board are supported with relevant training to meet all legal, financial and HR requirements
- ENAR Ireland will publish annual report and audited accounts and present to members as part of AGM
- ENAR Ireland will cost, plan and seek appropriate resources to deliver on all aspects of this strategic plan
ENAR Ireland
HOW WE WORK

FIGHT AGAINST RACISM

ADVOCACY & RESEARCH

iREPORT

NETWORK MEMBERS

MOBILISING & CAMPAIGNING
ENAR IRELAND NETWORK MEMBERS

Follow us on Twitter @ENARIrl
or on Facebook or YouTube

Be heard, make a difference and
report racism at www.iReport.ie

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