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anti-racism issue



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- Combating Racism in South Africa

Viewpoint - Rose T. Brock airs her views

Government funds major national awareness programme to address racism in Ireland

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UPDATE BY NIALL CROWLEY



Niall Crowley, CEO,
Equality Authority

The Anti-Racist Workplace Week has drawn to a close. This was a successful initiative stimulating a widespread interest which demonstrates the strong support for an anti-racist and intercultural society in Ireland. This edition of the Equality News is dedicated to the theme of anti-racism in celebration of this support and as the first step in our follow-up programme to the Anti-Racist Workplace Week. The Equality Authority has a brief that covers nine different grounds. Where possible we seek to move forward agendas that embrace all nine grounds in an integrated manner. As appropriate we focus on individual grounds. The rationale for this focus on anti-racism in the workplace rests on the need to:

- give visibility to strategies combating or preventing racism in the workplace given that it is a relatively new dimension to workplace equality strategies.
- develop a knowledge base adequate to addressing the specific needs and aspirations of Black and minority ethnic workers.
- address a widespread societal concern at the threat posed by racism in Ireland.

Anti-racism will continue to be a feature of our work programme for 2001. It will be a dimension to our integrated strategies and it will be a specific focus in its own right. Congress, IBEC and the CIF have expressed an interest in sustaining the partnership that was so effective in making the Anti-Racist Workplace Week such a success. Discussion has now begun to identify the most effective strategies to follow up and build on this initiative.



Ballyfermot Dublin, October 1997
Photo: Derek Spiers

The contributions to Equality News are welcome and appreciated. However, the opinions of outside contributors do not necessarily reflect the position of the Equality Authority.

We would like your feedback on any article in Equality News. Please send comments, queries or quips to Patrick O'Leary at:

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COMBATING RACISM IN SOUTH AFRICA - A CHALLENGE FOR THE 21ST CENTURY

BY PROFESSOR
KADER ASMAL, MP
MINISTER OF
EDUCATION, SOUTH
AFRICA



It is gratifying for an honorary Irishman, if I may be permitted to elevate myself to that title, to be asked to contribute a short article on South Africa's experience in combating racism. I know of few other subjects that confront the people of Ireland with some of the deepest issues of your own history and identity as that of addressing racism. As Web Du Bois so presciently reflected one hundred years ago: the problem of the twentieth century is the problem of the colour line.

And the colour line now has entered an era of globalisation. Mexican labour finds itself pitted against American protectionist labour; unions across Europe are implicitly pitted against each other. These can easily seem like "tragic" dilemmas in the strict sense of that over-used adjective - there does not always seem to be a clear-cut "correct" answer. "Why should Mexican workers starve?" says one side. "Why should American ones be thrown on the breadline" retorts the other. And businesses are shrewdly aware of how best to exploit these cleavages, by playing the workers of one country off against the workers in another.

One of the central features of globalisation is the international mobility of labour. So the challenge that faces Ireland has arisen as a combination of the forces of globalisation at work, as well as the consequence of your country's prosperity. With prosperity,

Ireland has now become a country of immigration. Ireland needs the immigrants. The descendants of the emigrants of the 19th century may wish to return to their Ireland, and many do, but most are too rooted in their new lands to solve your country's labour needs.

Ireland has increasingly attracted people who are strangers in your midst. These immigrant workers are different, perhaps in colour, perhaps in religion, perhaps in language use, perhaps in all these respects and more. They might, as they tend to elsewhere, take different jobs to you. Of course, this should not be news to you, as the Irish have in the past been an emigrant nation. People have left your shores, although primarily as a result of the short-sightedness of certain nineteenth century rulers across the sea.

In those days, when the Irish arrived at Ellis Island at the entrance to New York, there was hell to pay. Harper's Weekly, that venerable publication that remains in print today (under more enlightened editorship, I might interject), greeting the Irish in 1851 with the news that the Irishman was "low-browed" and "brutish" and even "simian". The article said specifically the "Celtic physiognomy" was "distinctly marked" by various racial features including "the small and somewhat upturned nose [and] the black tint of the skin." In 1866 the equally venerable Atlantic Monthly intoned that the Irish were genetically predisposed to rebellion and lived "in a world of unrealities almost inconceivable to a cool Saxon brain." The New York Tribune concluded in 1877 that the only way to "civilize" the Irish was through violence.

It is sometimes said that a nation is judged by how it treats the prisoners in its jails. That may be so. I rather think, like Bacon the writer, not the painter, though he may think so too, 'that if a man [or woman] be gracious and courteous to strangers, it shows that he [or she] is a citizen of the world.'

We therefore ought to be judged by the manner in which we treat the strangers in our midst. Some countries have been good at this. Others have been rotten. Some countries have sucked in the strangers, kept them at arms' length, and spat them out when they were done with them.

In my country, South Africa, those who used to be in power welcomed strangers from distant lands - that is, as long as they were of the same pigmentation - but treated their fellow countrymen and women not only as strangers, but also as slaves.

The white miners kept the best jobs and made damn sure that the black strangers were nothing but menial labour, locked in low-paying, non-unionised jobs. The strangers bore numbers, like concentration camp victims, not names. The strangers were merely units of labour. The strangers were not allowed to vote, or participate in the political and social life of the nation. They were never allowed to enter the homes, or the neighbourhoods, or the cities that the whites gave to themselves. Apartheid was the crudest form of the exploitation and oppression of the black stranger.

Apartheid's end brought South Africa into a world already under pressure to grant the stranger full equality before the law and equal access to social services. Since 1994, the South African Parliament has been extremely busy, undoing all manner of discriminatory apartheid legislation. The centrepiece of this, of course, is the 1996 Constitution, out of which other values and legislation also flow. Let me now focus my

attention to some of the efforts undertaken by our government to overcome the manifestations of racism.

There have been racially equitable reforms in all areas of law and policy - from welfare to taxes, from education to policing, from housing to land and water reform. This article could easily become a long list of these sector-specific achievements: undramatic but absolutely central to our transition away from racism and towards democracy. Instead, however - given limitations of space - I will focus on one piece of legislation of general importance that was mandated by the Constitution, and also happens to have been passed into law relatively recently (see <http://www.polity.org.za/govdocs/legislation/2000/index.html>): namely the Promotion of Equality and Prevention of Unfair Discrimination Act No. 4 which was gazetted on February 9, 2000.

It is true that laws may not necessarily alter attitudes, but they do reflect changing ethical and moral mores that, in turn, affect consciousness. Moreover, legislation can shape human behaviour, and provide a basis for national mobilisation, which is of vital necessity.

The preamble to the Act notes that: "although significant progress has been made in restructuring and transforming our society and its institutions, systemic inequalities and unfair discrimination remain deeply embedded in social structures, practices and attitudes, undermining the aspiration of our constitutional democracy." The Act sets out to deal comprehensively with that problem. The Act is premised on the recognition of "the existence of systemic discrimination and inequalities, particularly in respect of race, gender and disability in all spheres of life as a result of past and present discrimination brought about by colonialism, the apartheid system and patriarchy."

The Act - in section 24(1) - places upon the State a duty and responsibility to promote and achieve equality, a task which is a historic reversal of the apartheid state's deliberate manufacture of racial inequality over decades. The State cannot adopt a benign attitude towards this issue. The law lays a positive obligation to act, which reflects the Constitutional Principle that the State must vindicate the rights of citizens. If it fails to do so, citizens must be able to compel the Government to act through the courts.

In addition, by section 24(2), all persons have a duty and responsibility to promote equality. This means that the private sector has no privacy from the imperatives of dealing with our legacy, from which apartheid-era businesses benefited.

The Act gives the Human Rights Commission - as well as any other relevant constitutional institutions - the right to request any State institution or private person to provide information on any measures relating to the achievement of equality, including information relating to compliance with relevant legislation, codes of practice and programmes.

I have focused on a single piece of legislation. Many other laws such as the Employment Equity Act, and initiatives such as my Department's Values in Education Initiative, surround and bolster it in what is a comprehensive assault by our government, on the shaken and broken - but not yet finally demolished - edifice of apartheid.

The Department of Education takes the issue of human rights and equity very seriously. This is reflected in our policies and strategies. Concern with human rights and diversity is interwoven into the new curriculum and management guidelines. My Department's special project in the area of diversity and discrimination is the Values in Education Initiative (whose Report, Values,

Education and Democracy can be obtained from: http://education.pwv.gov.za/what's_new/htm). This initiative promotes a dialogue on the values that should inform our education system in order to have the cohesive, democratic and peace-loving society our Constitution calls for.

The South African government is committed to the full implementation of the policies designed to eradicate racial discrimination, including the strengthening of bodies involved in combating racism. We need to create a discourse where all see anti-racism and non-racialism as part of building a new South Africa.

Be assured of South Africa's support - through the sharing of our experiences and insights - in your endeavours to combat the evil of racism.

EUROPEAN CONFERENCE AGAINST RACISM

Strasbourg Oct 2000

The Council of Europe was founded fifty years ago to ensure that the atrocities of W.W.II stemming from racism, xenophobia, anti-Semitism and intolerance would never be repeated. The aim was the construction of a democratic European society based on respect for the equal dignity of human beings. In effect, anti-racism has been at the heart of the Council's activities from the outset. With the fall of the Berlin Wall, the Council was the first organisation to confront the reality of re-surfing racism in the new Europe. It created an action plan which mainstreamed anti-racism in its core human rights activities. In 1993, it established the European Commission against Racism and Intolerance (ECRI) to ensure action at local, national and European level to combat racism, including through country-by-country reports [ECRI's second report on Ireland will be carried out in 2001].

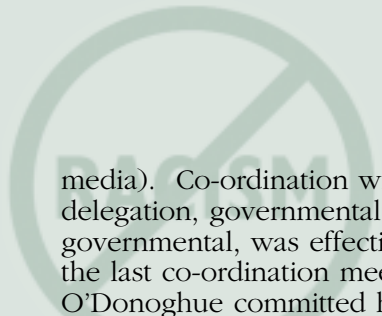
With its pan European membership of 41 states and its anti-racism credentials, the Council of Europe was the obvious candidate to organise the European Conference against Racism, Europe's contribution to preparations for the World Conference against Racism in South Africa in August 2001. The Council responded energetically to this challenge - the outcome of the European conference was the result of painstaking preparations over 2 years involving representatives of member states and NGOs. The documents unanimously adopted by the conference, which were the culmination of this effort, will have an important influence on the other regional preparatory conferences which will take place in Chile (for the Americas), Senegal (for Africa) and Iran (for Asia) over the coming months.

Indeed, UN High Commissioner Mary Robinson, who is Secretary General for the World Conference, praised both the substantive outcome of the Strasbourg Conference and its meticulous organisation. At the outset, she had called for an avoidance of a talking shop with fine words and no substance. She insisted on there being an action-oriented approach in the lead-up to South Africa with specific follow-

By Justin Harman, Irish Permanent Representative to the Council of Europe

up and review provisions. She also urged against turning this and other future conferences into opportunities where one section of the international community abuses another - they should not be hijacked by narrow sectional interests. In my view, widely shared within the Council of Europe and by the UN Secretariat, these three objectives were met in Strasbourg.

Ireland made a significant input into the process which, I think it fair to say, was out of proportion to our size and population. This was the result of careful advance planning and the crucial partnership established at an early stage between the relevant Government Departments and Agencies and with the NGO community. The Irish Delegation was led by the Minister for Justice, Equality and Law Reform, Mr. O'Donoghue, who provided the Conference with a comprehensive overview of the legal and other measures taken to tackling racism and racist views or attitudes in Irish society. He reiterated the determination of the Government to promote a more inclusive society, referring to the programme to combat racism and racist attacks by raising public awareness (which was formally launched in Dublin in October). Due to the groundwork laid at the preparatory conference in Dublin in early September, the participation of various Government Departments and Agencies (including the Equality Authority), the contribution in Strasbourg of a significant number of Irish NGOs (whose participation was assisted through financial assistance from the Department of Justice, Equality and Law Reform) and an effective co-ordination framework provided by the NCCRI, Ireland was in a position to make a targeted impact on the exchanges in each workshop dealing with the four principal themes (legal measures, policies and practice, education and awareness and information and the



media). Co-ordination within the Irish delegation, governmental and non-governmental, was effective throughout - at the last co-ordination meeting, Minister O'Donoghue committed his Department to maintaining the effective partnership established over the period ahead, including preparing for South Africa.

The Irish contribution was reflected both in the exchanges in the workshops, where reference was made both to the long-standing experience of Travellers and the more recent changes as Ireland evolves into an increasingly multicultural society. Irish input was reflected in amendments to both the general conclusions and the political declaration, drawing in particular from the outcome of the preparatory meeting in Dublin Castle in early September. In the political declaration, an Irish initiative to include a commitment for concrete monitoring and evaluation of follow-up action by States was widely supported.

Ireland was one of the only delegations to include representatives of its national police force - a point commented on favourably by a number of other delegations and by the UN High Commissioner. Indeed, there is a growing level of co-operation between the Garda Síochána and the Council of Europe - within this framework, a Conference on 'Police and Human Rights' will be organised by the Garda Human Rights Office and take place in Dublin Castle in November.

What did the European Conference achieve in practice? Firstly, the political declaration signed by Ministers representing the 41 states present confirmed that acts of racism and racial discrimination are human rights violations. Secondly, all states accepted the persistence of violent occurrences of racism, racial discrimination, xenophobia and intolerance throughout Europe. Thirdly, the Conference pointed to those areas particularly conducive to manifestations of racism and racial discrimination, notably the discrepancy between law and practice; the lack of access to the law; and the latent, creeping racism in many public institutions. The Conference adopted general conclusions

which can, and hopefully will, serve as a future action plan, or as a series of 'benchmarks', for Europe in follow-up to the World Conference next year.

There was on occasion frustration at the failure to secure inclusion of certain amendments to the general conclusions. At the same time, there was appreciation for the difficulty of obtaining agreement among 500 delegates from 41 states, particularly on revised concepts, over the space of 3 days. Given the extent of prior discussion in the lead-up to the Conference, securing changes at the Conference itself was self-evidently going to prove more difficult than in a national context (not least owing to the complexities of achieving a common interpretation in each of the different languages). Nonetheless, some important changes were introduced following points raised in the workshops, not least by Irish participants. For example, the use of the term "tolerance" was successfully challenged and, in a number of places in the texts, replaced by the concept of "respect". Similarly, the concept of "vulnerable groups" was altered; the reference to "victims", which many participants viewed as a pejorative and prejudicial term, was also replaced. The importance of addressing the gender perspective of racism was specifically highlighted.

The Committee of Ministers of the Council of Europe (at Ireland's suggestion) has asked the Secretariat to prepare proposals for a follow-up to the Conference. A special procedure exists to monitor compliance by member States with their commitments - it has now been decided to include non-discrimination, including the measures specified in the political declaration of the European Conference, as a new theme in this monitoring process. The Committee will return as a follow-up to the Conference in light of a meeting of the European Commission Against Racial Intolerance (ECRI) in December.

EUMC-EUROPEAN CENTRE TO COMBAT RACISM, XENOPHOBIA AND ANTI-SEMITISM

By **Beate Winkler**, Director



"Racism and xenophobia are again killing and wounding people in Europe, arousing anxiety and fear. The victims are mainly foreigners from outside or inside Europe, but also national citizens from minority groups" - stated the 1995 Report of the Consultative Commission on Racism and Xenophobia, the body entrusted by the European Council to look into the issues of racism and xenophobia in its Member States.

The Consultative Committee then went on to examine the feasibility of establishing a mechanism operating at a European level and under Community law to examine racism and make concrete recommendations to tackle it. Underpinning this was a belief that the future of Europe was being determined by its cultural, ethnic and religious diversity. To safeguard this future, the European Union would have to address the problems and also highlight ways it was making a positive contribution to encouraging tolerance and understanding. The result was the proposal to establish a European Monitoring Centre on Racism and Xenophobia.

The necessity to combat these trends throughout Europe:

Racism, xenophobia and anti-Semitism are trends in parts of Europe. They must therefore be fought throughout Europe. The European Union considers it one of its tasks to develop concrete solutions as part of a comprehensive strategy to combat these trends. In establishing the European Monitoring Centre on Racism and Xenophobia (EUMC) in 1998, the European Union began a process to meet this goal. The EUMC itself was granted the remit to develop a comprehensive strategy to tackle racism, xenophobia and anti-Semitism at all levels of European society.

Establishing the EUMC

The European Monitoring Centre on Racism and Xenophobia, based in Vienna, is an independent body of the European Union, which was established by Council Regulation (EC) 1035/97. The Centre started its activities in July 1998. Recruitment of staff has taken place gradually since the end of 1998, and the Centre now has a staff of 24 people to implement its work programme.

The Vision

The vision of the EUMC is that all people should be able to experience a Europe in which diversity and equality are respected and seen as the riches and the horizons for the future.

The Mission

The EUMC is a network of organisations, working in all sectors of society for equality and diversity, and against racism and xenophobia in the European Union. It is a network of knowledge, a bridge-builder and a service organisation.

The EUMC's Agenda

The primary task of the EUMC is to provide the Community and its Member States with objective, reliable and comparable data at European level on the phenomena of racism, xenophobia and anti-Semitism in order to assist them take measures or formulate courses of action within their respective spheres of competence. The EUMC studies the extent and development of the phenomena and manifestations of racism, xenophobia and anti-Semitism, analyses their causes, consequences and effects and highlights examples of good practice in dealing with them.

To achieve its tasks effectively, the EUMC has drawn up an action plan focussing especially on RAXEN – the new European Information Network on Racism and Xenophobia. Supported by a special

computer-based network and working through a network of focal points in each Member State, the EUMC co-operates with individuals and institutions from academic, social and political fields dealing with the issues of racism, xenophobia and anti-semitism. Information and data, including scientific research results supplied by the research institutions, NGOs, EU Member States, EU institutions and international organisations, will be collected, stored and analysed.

The RAXEN network will further the exchange of information along all the parties involved. Furthermore, all interested parties will be given access to the latest findings and information on on-going initiatives and projects. The EUMC will co-operate with information providers and establish a system for co-ordinated use of the databases in order to facilitate comprehensive dissemination of the information they have supplied.

Round Tables

The EUMC also initiates and promotes the organisation of roundtable discussions at the national and European level. Round Tables are based on subjects at the core of the work of the EUMC. They involve members of permanent consultative institutions of the EU Member States, representatives of NGOs, social partners, research centres and competent authorities as well as other persons or institutions dealing with issues of racism, xenophobia and anti-semitism. National Round Tables are organised in each member state of the EU.

Furthermore the EUMC publishes an Annual Report covering:

- The extent of racism, xenophobia and anti-semitism in the Community;
- examples of good practice;
- documentation of the results of Round Table discussions, meetings and events;
- information on progress of individual projects and
- activities and development of the Centre.

The EUMC also publishes a quarterly newsletter entitled 'Equal Voices', which shares information and provides a forum of discussion on developments on racism, xenophobia and anti-semitism in Europe.

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Some Publications can be downloaded from the EUMC website - www.eumc.eu.int

ANNOUNCING THE NATIONAL FOCAL POINT FOR THE EUMC IN IRELAND

The Equality Authority in partnership with the National Consultative Committee on Racism and Interculturalism have been identified as the National Focal Point in Ireland for the European Union Monitoring Centre on Racism and Xenophobia.

This important joint venture places both organisations as key channels of communication between Irish initiatives against racism and work at European Union level. The joint venture should also assist an enhanced networking among Irish initiatives against racism across the country.

The first task of the joint venture is an exercise to map out what is known where and by whom in the field of combating racism, xenophobia and anti-semitism. An overview report, to a common European Union guidelines, will also identify anti-racist initiatives and organisations.

This mapping exercise should assist the development of networking around the National Focal Point and the identification of how best to develop this joint venture. We look forward to a wider participation in the mapping exercise.

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ANTI-RACIST WORKPLACE WEEK REVIEW

Anti-Racist Workplace Week 6th-10th November 2000

The overwhelming response to the recent Anti-Racist Workplace Week clearly illustrated the commitment of social partners to challenging racism in the workplace and sets a clear agenda for work in the future.

The week was part of a joint initiative between the Irish Congress of Trade Unions (Congress), the Irish Business and Employers' Confederation (IBEC), the Construction Industry Federation (CIF) and the Equality Authority to promote anti-racist workplaces. Another key element of the initiative included the production of a resource pack which contained a policy statement from Congress, IBEC and the Construction Industry Federation.

The Anti-Racist Workplace Week was launched at the Equality Authority on the 6th of November. In addition, a number of events were organised at national and regional level to stimulate activity at enterprise level. Gurbux Singh, Chairperson of the British Commission for Racial Equality was the key speaker at two seminars on race equality in the workplace hosted by the Equality Authority. The first was targeted at employers, trade unions and HR personnel and the second involved a briefing session with Black and minority ethnic organisations. The response to the initiative was very encouraging with over 20,000 posters, 40,000 leaflets and 6,000 resource packs being distributed in the run up to the week. In addition over 50 events and activities were organised during the week around the country.

The following is an outline of some of the many events that took place throughout the week:

IBEC AND INTERACT launched a research report entitled 'Employment of non-EU nationals/refugees in Ireland: Employers and refugees experiences'.

JURY'S HOTEL GROUP IN CONJUNCTION WITH SIPTU organised an educational poster campaign to raise awareness about different cultures and traditions which were distributed throughout the hotel chain.

Garda Commissioner Pat Byrne, launched a major poster campaign 'Racism - Challenge It' which was organised by the GARDA RACIAL AND INTER CULTURAL OFFICE. The posters were distributed to Garda stations around the country.

THE ESB organised an essay competition called 'Racism - a challenge for ESB'.



Pictured at the launch of the Wexford Area Partnership Anti-Racist Workplace Week initiative launch are: (L-R) Des Geraghty, General President, SIPTU; Fiona English, Equal Opportunities Programmes Manager, Wexford Area Partnership; Michael Wall, Chairperson, Wexford Area Partnership; Niall Crowley, Chief Executive, Equality Authority; John Farrell, Regional Director, IBEC — South East Region.



AER RIANTA, IN CONJUNCTION WITH IBEC hosted a seminar on anti-racism and recruitment with Ashok Ohri from OSDC (Organisation and Social Development Consultants), Edinburgh.

EIRCOM co-ordinated a number of awareness raising events during the week including a company radio interview with Kensika Monschwengo and disseminated information through the company intranet, bulletin boards and canteen area.

RADIO KILKENNY in conjunction with IBEC, SIPTU and Kilkenny Community Action Network broadcast a series of interviews during the week to highlight the issue of racism in the workplace.

THE NATIONAL CONSULTATIVE COMMITTEE ON RACISM AND INTERCULTURALISM hosted a roundtable discussion entitled 'Recruiting Abroad: Towards a Statement of Best Practice'.

IMPACT AND THE COOMBE WOMEN'S HOSPITAL used the week to highlight the issue of health services for refugees and asylum seekers with a lunch time seminar. **IMPACT** also launched a policy statement entitled 'Principles for the provision of services to refugees and asylum seekers'.

DELIVERING RACE EQUALITY IN THE WORKPLACE IN THE 21ST CENTURY

By Gurbux Singh
Chair, British Commission for
Racial Equality

We should move forward with optimism says Gurbux Singh, Chair of the British Commission for Racial Equality, in an article based on a speech which he gave at the Anti-Racist Workplace conference in Dublin on November 10th.

I believe that we are at a turning point in history. The eighties was a decade of corporate greed and institutional insensitivity towards the workforce. People were hired and fired with little regard to their personal feelings and circumstances. The nineties was a decade of recession, redundancy, unemployment and negative equity.

I hope we have moved away from those dark days to a more enlightened age. Companies, businesses and organisations in both the public and private sector have started to realise that their workforces are their most valuable assets. Much thought and effort is invested by companies in recruiting good people. And that applies to ethnic minorities too. Many organisations have already realised that a good worker is a good worker, regardless of the colour of their skin, sex, religion, cultural origin or any other differentiating factor.

Demographic experts say we are going to face a shortage of workers in years to come. Our society is changing. There is an aging population. Some analysts predict that by 2040 every person of working age will support twice as many pensioners as they do today. The pool of people available to

work is shrinking, and competition to recruit new workers is becoming more and more intense. The reputation of a company as an employer of people will be just as important in the recruitment business as the salary package that accompanies the job. Workers will choose organisations which pay well, which give them the training and development opportunities they need, and offer the best working environment and promotion prospects.

But all too often staff are treated without dignity, without consideration of their human and emotional needs. It is still the case in the twenty-first century that women, people with different ethnic backgrounds, members of the Traveller community, disabled people and older workers are discriminated against by employers – both during recruitment and in their pay and promotion prospects. If we really want to encourage a society where success is based on talent, ability and hard work, then much more still needs to be done.

Black, Asian and other ethnic minority members of staff may suffer the sort of racism at work that is invisible and unseen. They are forced to sit alone in the canteen because they are ostracised by colleagues. They are only spoken to when people absolutely have to speak to them. They are given no help or advice on training or career development. They are passed over time after time when promotion opportunities come up. They are never invited to the pub for a drink with the others on a Friday afternoon. They are never given a bonus at the end of the year, even though they work hard, have never taken a day's sick leave and have high productivity.

More importantly, the way in which staff members are treated at work has a

significant impact on others. If female employees see sexual harassment go unchecked, they lose confidence in their employer's ability to protect them and to provide a safe working environment. If ethnic minority employees see racist abuse go unchecked, they lose confidence in their employer's ability to protect them and provide a safe working environment. An employer who allows people to be subjected to the insidious, demoralising, soul-destroying effects of the institutional racism that undoubtedly exists in some organisations, is failing those people as an employer.

Companies, businesses and organisations have a clear choice. They can lose out and put themselves at risk of discrimination claims by ignoring diversity, by discriminating against potential employees and by treating people badly once they are in the organisation. Or they can recruit from the widest pool of talent – and that pool automatically includes black and ethnic minority candidates – they can look after their workers and treat all their staff with equal dignity and care and reap the business benefits.

As I said at the beginning of this article, I do believe that we are at an exciting and unique time in the movement for equality. There is a climate for change, and a real desire to see change take place. We at the Commission for Racial Equality are tremendously excited at the prospect of the new Race Relations (Amendment) Act, which has now received Royal Assent. This will place a public duty on institutions throughout the land to positively promote race equality. And we now have the Human Rights Act in force. It was a long time in coming but it is perhaps the most momentous piece of legislation to enter the statute books since universal suffrage. Colleagues at the Equality Authority are, I am sure, just as excited about the Employment Equality Act 1998, and the

Equal Status Act, 2000. In both our countries we can see a real chance for change in society, in public attitudes to equality and in the lives and prospects of countless people.

Everyone has the right to live their lives free from the shadow of discrimination, free from the fear of injustice, free from the threat of violence. And everyone should have the unfettered right to enjoy their daily lives in the knowledge that they are equal with their fellow citizens, regardless of race or ethnicity.

Together we can help bring about a fair and equal society, including a fair and equal workplace. We must not, and we will not, fail. I believe the 'noughties', as this decade has been named, will see a different corporate culture emerge. Business depends on it. Jobs depend on it. Lives depend on it.

NEW SEX DISCRIMINATION LAW

By Marguerite Bolger and Cliona Kimber

Essential reading for anybody who must deal with sex discrimination on a day-to-day basis. Evaluating over 25 years of developments in sex discrimination law, this comprehensive book:

- Describes clearly and accurately sex equality law in Ireland today
- Places Irish sex equality in the context of EU law
- Critically evaluates the law and makes suggestions for the direction of sex equality law in the future
- Is the most up-to-date reference source available on equality issues for women today.
- Is, authoritative, written by two practising barristers, specialists in employment law

Available from all major bookstores, or direct from the publishers at 01- 662 5301

GOVERNMENT PROGRAMME FOR NATIONAL PUBLIC AWARENESS OF RACISM

By Philip Watt

Director,
National Consultative Committee
on Racism and Interculturalism

Government gives go ahead for National Public Awareness Programme to address racism.

The Minister for Justice, Equality and Law Reform has recently announced that the Government have agreed to provide £4.5 million over three years for a public awareness programme to address racism and promote a more inclusive, intercultural society.

The National Consultative Committee on Racism and Interculturalism (NCCRI), which was set up by the Minister to advise the Government on matters related to racism and interculturalism, has completed an evaluation for a public awareness programme after an intensive three month research and consultation process with social partners, statutory organisations, political parties, and community groups working with Black and minority ethnic groups, including Travellers. The Minister's key proposals, which have been accepted by Government, are:

The NCCRI evaluation should form the framework of a three-year public awareness programme.

- A core budget of £4.5 million over the three-year period will be allocated for the implementation of the plan.

- The Equality Division of the Department of Justice, Equality and Law Reform will have responsibility for coordinating the programme and its budget with a key role also being played by the NCCRI.
- The establishment of a broadly based high level steering group with an independent chairperson to implement the awareness programme.
- The recruitment of additional staff to provide administrative support to the high level steering group in the implementation of the programme over its lifetime
- Expert services may be contracted out for short-term projects as required to implement certain aspects of the programme.

The Minister's approach, which is reflected in the evaluation, is based on partnership and seeking to develop initiatives that have the potential to have a sustainable impact. This partnership approach involves the drawing together of key Government and non-government agencies and will include bodies such as the NCCRI, the Equality Authority and the forthcoming Reception and Integration Agency.

Minister O'Donoghue said that the overall aim of the programme is to contribute to creating the conditions for building a more inclusive and intercultural society in Ireland, where racism is effectively addressed and cultural diversity is viewed as a strength.



The primary objectives of the programme are:

- To act as a catalyst to stimulate public awareness and understanding of cultural diversity in Ireland.
- To help create the conditions that make it more difficult for racism to exist.
- To contribute to the range of policies that promote an inclusive approach to minority ethnic groups, including refugees and asylum seekers.

To reflect the requirement for a strategic and integrated approach, as identified in the evaluation. The plan of action will consist of actions and initiatives around seven key strands. These are:

- Establishing and maintaining the purpose and profile of the programme;
- Media and communications;
- Ensuring that statutory authorities are

- aware of and committed to the aims of the programme;
- Education;
- Community and Local development;
- Political parties (a cross political dimension to the programme) and
- Other elements (including the workplace; policing; sport) and the role of religious organisations.

The evaluation identified the need for a preparatory period before the programme is launched. This is necessary to put resources and structures in place, for planning and development, integrating existing initiatives and to conduct baseline research on attitudes and opinions relating to minority ethnic groups, racism and interculturalism. In conclusion, the NCCRI looks forward to working in partnership with the Department of Justice, Equality and Law Reform and bodies such as the Equality Authority the Reception and Integration Agency, and the key sectors identified in the evaluation, in particular NGO's working with minority ethnic groups, to implement a wide-ranging and innovative public awareness programme that will be an important element in the range of policies needed to address racism in Ireland.

WORKING TOGETHER AGAINST RACISM IN NORTHERN IRELAND

INTRODUCTION

Racism is the violation of human rights and fundamental freedoms. Fighting racism is the daily experience and survival of a majority of NGOs, on the island of Ireland, who work for minority ethnic communities. NICEM develops its own strategy in fighting against racism through alliance building with the NGO sector, public and private sector, trade unions, academic and media, etc. in order to support ethnic minority issues at the local level, as well as through networking and campaigning on anti-racism with NGOs at European level.

RACISM IN NORTHERN IRELAND

The experience in Northern Ireland of the issue of racism has been quite similar in the South. Cultural diversity in the make-up of our society has until recently, not been a feature of policy-making and public debate. Racism has not been identified (to be more precise the denial of racism) until recently, was an issue within a Northern Ireland context. Racism in Northern Ireland can be understood in the context of the extension of the sectarian divide and the generalised lack of democratic accountability.

Although the total population is relatively small, it does reflect the richness of ethnic diversity in Northern Ireland. We estimate around 25,000 to 30,000 black and ethnic minorities (most of them are British citizens), living in Northern Ireland. The major minority ethnic groups are the Chinese, Asian, Irish Travellers, African-Caribbean and Muslim, etc.

"Orange" and "Green" symbols serve to identify difference, but only within a notion of a society which is mono-ethnic and in which Christian supremacy prevails.



BY PATRICK YU

Executive Director,
Northern Ireland Council for
Ethnic Minorities.

Interestingly both Protestant and Catholic communities throughout the island of Ireland have a long history of religious mission in the former colonies of the British Empire- the so-called New World. It was, and for many still is, the mission of superior white people to progress God's salvation of the "New World". Their colonial experience in terms of religious mission and former rulers or civil servants perpetuates the discourse of white supremacy through oppression and exploitation.

Despite, or even because of this experience, there has been a tendency to deny the existence of racism in Northern Ireland. This is demonstrated by the refusal to extend the first race relations legislation (Race Relations Act 1965) in the UK to Northern Ireland on the grounds that there existed only tiny numbers of minority ethnic communities. Over thirty years on, when minority ethnic groups successfully lobbied the race relations legislation, in February 1997, a similar argument was put forward by the Ulster Unionist MP, William Ross, during the House of Commons debate on the Race Relations (NI) Order.

There are common-sense ideas in Northern Ireland which reinforce such views. A point often made in local discussion is that there are only small groups of racist people and that the majority are generally "nice" to minority ethnic communities. This appears partly true because people in Northern Ireland are not aware that racism does exist; they tend not to be aware of institutional racism and there is ignorance about the

cultural differences and background of ethnic minorities.

It is a sad fact, however, that institutionalised racism has become the daily life experience of ethnic minorities in Northern Ireland, manifested in the denial of opportunities, resources and services. The situation is made even worse by the fact that people from minority ethnic communities are often faced with a language barrier, for example, those who have no knowledge of English or have their own unique communication pattern such as that used by the Irish Travellers. The result is that these communities do not become familiar with the local service system and service provision is not culturally sensitive. Poverty and racism co-exist like the two sides of a coin. The social processes which create poverty and racism lead directly to a final destination which is social exclusion, whether intended or not. It is essential therefore that the general public in Northern Ireland should be aware of these patterns of racism, poverty and social exclusion. And that public, private and voluntary sectors have a responsibility to their service users to become aware of ways of challenging racism in their workplace.

NORTHERN IRELAND COUNCIL FOR ETHNIC MINORITIES (NICEM)

NICEM is a voluntary sector, membership-based umbrella organisation representative of minority ethnic groups and their support organisations in Northern Ireland. Currently, it has 18 affiliated minority ethnic groups as members which represents the Chinese, Asian, African-Caribbean, Muslim, Irish Travelling and Filipino communities in Northern Ireland. It also has more than sixty local organisations and around fifty individuals as associated members.

NICEM responds to racism, poverty and social exclusion, by employing the following strategic areas of work:

STRATEGIC OBJECTIVE 1:

Mainstreaming ethnic minorities into government's policy and practice

These include the following activities:

- Lobbying legislative protection and good

policy practice.

- Responding to government consultation papers and different social policies and practices.
- Representing minority ethnic groups in different government sponsored working groups such as the Promotion of Social Inclusion Working Group on Ethnic Minorities.
- Promotion of human rights and racial equality through training, conferences, educational programmes and joint project with partner organisations.

STRATEGIC OBJECTIVE 2:

Capacity Building Minority Ethnic Organisations

These include the following activities:

- Training the staff, women and leaders of the minority ethnic organisations on different areas of concerns, including knowledge and skills base.
- Giving advice and support to minority ethnic organisations such as financial management, office administration, IT support, recruitment procedures and practice and equal opportunity.
- Developing community infrastructure for minority ethnic communities such as policing, local government, education, health, welfare benefits, immigration, etc.

STRATEGIC OBJECTIVE 3:

Raising Public Awareness on Racism

These include the following activities:

- Anti-racism training for public and voluntary sector.
- Anti-racism trainer's training for minority ethnic organisations.
- Standard setting of Anti-Racism Training through NICEM's Manual.
- Organising educational programmes in schools and youth clubs.
- Publish "Mainstreaming" Magazine as a forum for discussion policies that affect ethnic minorities.
- Setting up a unique Reference Library on race issues and collection for public uses.

STRATEGIC OBJECTIVE 4:

Advocacy services for immigrants, asylum seekers, refugees and victims of racism

These include the following activities:

- Provide free legal advice and representation at Tribunal on immigration and asylum applications.
- Provide one-stop services for asylum seekers, including emergency accommodation and support for destitution.
- Provide free legal advice and referral cases on racial discrimination, racial harassment and racial attack.
- Provide support for victims of racism, racial discrimination, racial harassment and racial attacks.

STRATEGIC OBJECTIVE 5:

Campaigning and Networking

These include the following activities:

- Local level: working in partnership with trade unions, voluntary and community sectors, political parties, statutory sector, and human rights organisations, in particular the Human Rights Commission for Northern Ireland and Equality Commission for Northern Ireland.
- UK: working in partnership with key black organisations and the Commission for Racial Equality. NICEM is also the steering group member of both the UK Race European Network (UKREN) and the UK Black Human Rights Network.
- Island of Ireland: NICEM is the founding member of the Platform Against Racism and is now a new member of the National Consultative Committee on Racism and Inter-culturalism.
- European: Active member of the Starting Line Group which is the co-ordinating body lobbying for a Directive on Racial and Religious Discrimination and a Directive on the Rights of Third Country Nationals. NICEM was a member of the NGOs Resource Group of the Council of Europe in preparing the European Conference Against Racism and Xenophobia as the part of the process preparing for the UN World Conference 2001 in South Africa.

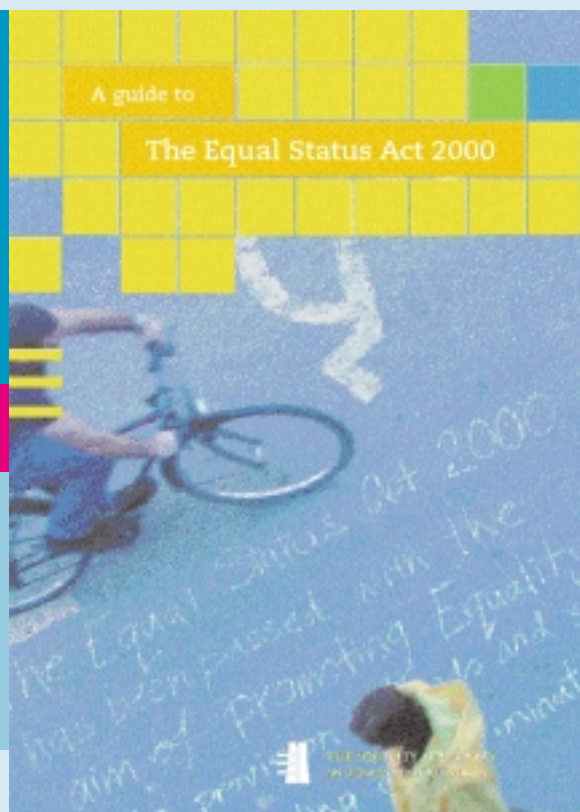
THE RACE DIRECTIVE AND IRISH EQUALITY LEGISLATION

By Eilis Barry, BL - Legal Adviser

Member States have until the 29th of June, 2003 to implement the provisions necessary to comply with Council Directive 2000/43. The purpose of the Directive is to lay down a framework for combating discrimination on the grounds of race or ethnic origin with a view to putting into effect in the Member States the principle of equal treatment. Ireland has the groundwork of the legislation in place with the Employment Equality Act 1998 (E.E.A. 1998) and the recently implemented Equal Status Act, 2000 (E.S.A. 2000) (which also paves the way for the ratification of C.E.R.D.).

There are striking similarities and differences between our domestic legislation and the terms of the Directive. The exemptions permitted by the Directive are fewer and more strictly construed than those allowed by Irish legislation which will have to be accordingly amended.. However, the scope of the Directive is narrower to the extent that it does not apply to difference of treatment based on nationality and is without prejudice to provisions and conditions relating to the entry into and the residence of what are called third country nationals. The definition of the ground of race for the purposes of the Employment Equality Act 1998 and the Equal Status Act 2000 is broader -

"As between any two persons that they are of different race, colour, nationality or ethnic or national origins".



Scope

The scope of the Directive is wide - it applies broadly to matters covered by both pieces of legislation, including employment, vocational training, working conditions, dismissals, pay, membership of organisation of workers or employers. (self employment is also covered)

It explicitly applies to

- "social protection, including social security and health care"
- "Social advantages"
- "Education"

In contrast public bodies are included more by implication in the Equal Status Act, 2000 and there is a major exemption contained in Section 14 in so far as "the taking of any action that is required by or under -

(i) "any enactment" is allowed.

Significantly there is no equivalent exemption permitted by the Race Directive.

Common Concepts

There are concepts that are common to both pieces of legislation and the Directive.

Direct Discrimination

The definition of direct discrimination is similar in wording to that contained in the Employment Equality Act 1998 in relation to all nine specified grounds. Unlike the Equal Status Act 2000 the wording in the Directive does not include discrimination by imputation or association.

Indirect Discrimination

The Directive also has explicit provisions in relation to indirect discrimination. In the Employment Equality Act 1998 there are different standards set for different grounds. In relation to the gender provisions, the discriminatory practice or requirement which has the disproportionate negative impact has to be objectively justified (section 22).

However in relation to the non gender grounds, (including the ground of race and the Traveller community ground) the offending practice/requirement only has to be reasonably justified (section 31). In the Equal Status Act 2000 the same test applies to all of the nine discriminatory grounds:- the practice or requirement only has to be reasonably justified (section 3).

In contrast the indirect discrimination provisions of the Directive are more stringent. The practice which would put persons of a racial or ethnic origin at a particular disadvantage has to "objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary".

Harassment

The Directive allows member states to define the concept of harassment. Both the Employment Equality Act 1998 and the Equal Status Act 2000 have a mixed subjective and objective definition of harassment.

Positive Action

The provisions in the Directive are enabling (Article 5).

The Employment Equality Act 1998 already has positive action measures in relation to

- men and women
- persons over the age of 50

- persons with a disability
- members of the Traveller community

The Directive will open up the way for measures in respect of the ground of race. The Equal Status Act 2000 allows positive action measures for what are called disadvantaged persons and measures which cater for the "special needs of persons" are also allowed. These provisions are broad enough to allow Ireland to adopt specific measures in relation to disadvantage limited to racial or ethnic origin as envisaged by the Directive.

Remedies: Effective Proportionate and Dissuasive

The Directive requires that judicial and/or administrative procedures, (including where appropriate conciliation procedures) for the enforcement of obligations under the Directive be available. It also requires that sanctions imposed by member states must be "effective proportionate and dissuasive". The 1998 Act established the Office of the Director of Equality Investigations as a forum for seeking redress (There are distinct provisions and enforcement procedures in relation to clubs). There is a hierarchy of rights in so far as any gender claim may be brought directly to the Circuit Court where no financial limit is imposed on potential compensation. All other non gender claims under the Employment Equality Act 1998 and all claims under the Equal Status Act 2000 must be brought to the O.D.E.I. (or the Labour Court if a dismissal is involved). The financial compensation is limited for e.g. in dismissal cases the ceiling is 104 weeks remuneration. The maximum financial compensation that can be paid in any claim under the Equal Status Act 2000 is £5,000.

Exemptions - Employment Equality Act 1998

The Employment Equality Act 1998 allows provisions in relation to residency, citizenship, proficiency in the Irish language with respect to employment in the Civil Service, including the Garda Síochána, the

Defence Forces and local government. It also allows a requirement in relation to proficiency in the Irish language with respect to teachers in primary and post primary schools. The Act also allows employers to require the holding of a specified educational technical or professional qualification "which is a generally accepted qualification in the State for posts of that description". These provisions may have the potential of allowing indirect discrimination on the ground of race. There are no equivalent provisions in the Directive.

Equal Status Act 2000 - Exemptions:

The most profound exemption in the Equal Status Act 2000 is that contained in Section 13 which permits the taking of any action required by any enactment. There is no equivalent provision in the Directive. There is also no equivalent provision to the controversial "public order" exemption contained in section 15 of the Equal Status Act 2000

Conclusion:

It is likely that the Employment Equality Act 1998 and the Equal Status Act 2000 will have to be amended in so far as these apply to the ground of race and the Traveller community ground in relation to:

- the definition of indirect discrimination and the burden of proof.
- the ceiling on compensation in employment cases and £5,000 ceiling under the Equal Status Act 2000
- the section 14 statutory exemption and the section 15 'public order' exemption in the Equal Status Act 2000.

The exemptions in the Employment Equality Act 1998 will have to be explored.

The provisions on Positive Action in both pieces of legislation could be strengthened to provide explicitly for measures in relation to the ground of race.

ASSOCIATION OF REFUGEES AND ASYLUM SEEKERS IN IRELAND by Rutilio Lopez-Reyes

The Association of Refugees and Asylum Seekers in Ireland ARASI (which is an umbrella Association of multi-ethnic and inter-cultural Community Groups) was established in July 1997. A Director and Chairperson from the Board of all Associations belonging to ARASI were elected in response to the growing racism and hostility being expressed towards refugees and asylum seekers in Ireland. Another critical aim was the recognition of the need for the community to develop self-help systems to promote their human rights and civil liberties in Ireland.

In its early days, it was a loose association of those from the refugee and asylum seeker community, with no permanent base. The association was reliant on support from NGOs, human rights groups and other sympathisers.

As refugees in any appreciable number are a very recent phenomenon in Ireland, ARASI draws its membership (which includes the whole of the refugees and asylum seekers community in Ireland and other NGO and states organisations) and activists primarily from people who are relatively new to the country.

Just over three years since its inception, ARASI is a dynamic NGO Association, with many enviable achievements to date. The 25th of June 1998 saw the organisation's first AGM, which resulted in the election of the second board. The second AGM was on September 10th, 1999. A constitution has been drawn up together with an annual report. Active members of ARASI come from a variety of backgrounds and countries, and include asylum seekers and those who have been granted refugee's status and those who have received Irish citizenship.

In the previous years ARASI has organised a number of social and educational activities. Musical and cultural evenings have been held, including multi-cultural food festivals in Trinity College, in SPIRASI etc.

A photographic and art exhibition was staged in the ILAC Centre library. Members regularly give talks to schools and youth groups. ARASI has also worked in conjunction with many other groups on various initiatives, including demonstrations, a street theatre event and carnival, as well as undertaking political lobbying and media campaign work under the aegis of the Asylum Rights Alliance.

ARASI continues to be a key player in both a consultative and an active role in the work of the major organisations who deal with asylum and refugee issues, and is represented on the board of some of the organisations board of directors e.g. IRC, NCCRI, Interact Ireland, Clann Housing Association Ltd, Apart of Ireland Now, etc. ARASI is also represented in some EU Refugee Organisations such as Tensor and ECRE. All these have been achieved with nominal funding. ARASI was also involved with an Irish filmmaker in the production of a video about the Association. This won a prize in Europe, and the prize money of 10,000 ECU provided the basic core funding.

In May 1998, ARASI was proud to invite Liz MacManus, T.D., to open its office in Preston Street, off Amiens Street, which was secured through the help of the Big Issue Magazine. Unfortunately in August ARASI was made homeless once again. Currently ARASI is accommodated at SPIRASI, 213 North Circular Road, Dublin.

ARASI produces a monthly newsletter - The Voice of Refugees - which used to be produced with the help of Amnesty International and Comhlamh. An exhibition entitled Art Against Racism was also held in October. ARASI also continues to be involved in the work of the Asylum Rights Alliance. It is also developing guidelines to run projects, to enable better understanding of the refugee's issues. Information highlighting issues of refugees and asylum seekers in Ireland can now be accessed from our website at www.arasi.org.

VIEWPOINT



BY ROSE T. BROCK

As a foreigner in this country, and one who shouts their foreignness at a distance, I have learnt over the years to turn the other cheek at verbal insults which people seem to assume they have the right to hurl at me, and those like me, when we go about our daily business. However, it does not mean that I do not mind such behaviour towards me and my children and others like me.

In any given year, there is usually a number of Australians, Canadians and US citizens who come to Ireland, spend some time travelling around and even get temporary jobs, some which can last anything from a year or more. Despite their presence, one does not hear a common loud outcry about their presence and their taking of jobs and positions from the citizens of this country. The absence of such an objection, coupled with the loud outcry of 'floods, hordes' when referring to those who come from the so-called 'Third World' and who happen to possess a melanin rich skin, convinces me that the objections expressed about the presence of the latter has to do with plain racism. Why else is it alright for Irish people to travel every summer to the US to seek summer jobs or placements in hospitals etc, but not alright for people from African or Asian countries to do the same? Why was it always alright for Europeans to exploit, plunder and pillage the resources of Africa and even trade in the peoples of that continent quite freely and continue, in some manner to do so in these ages but object when those from that continent try to search for a better living in Europe? Cries such as: 'Europe is too small and crowded' do not run true when one considers that the Europeans continue to travel to favoured parts of the world to help themselves with jobs and resources without expecting any restrictions in their exploits. In my opinion, if it is acceptable for a person from Ireland to explore possibilities of a better life elsewhere in the world, including Africa, it should be acceptable for those in that continent to do

so in turn. The assumption that Europe, US and other western countries are the only source of expertise does not buy anymore. The notion that people from Africa are only good for manual jobs and cleaning jobs is also not true and is itself based on racism.

In addition, there is a constant demand for one to justify one's presence in the country. In my travels through Africa with Europeans, I have never witnessed them being quizzed about their presence in that country and their reason for being there. Yet in Ireland, such questions continually plague one. They are never-ending and often come from the same people: 'Where do you come from?' 'Do you like it here?' 'How long are you intending to stay?' 'Why did you choose to come here?' 'If you do not like it, why are you here?' etc. The often-repeated question to a black person who answers 'Ireland' to 'Where do you come from? Where do you really come from?' belies the assumption that to be Irish, one has to be Caucasian. Now, whilst bi-racial children were, in the past, condemned to life in the orphanages as if they would disappear into nothingness, it is high time those who hold such notions be aware that, in and outside Ireland, there are numerous children born of Irish and other parentage and that 'other' in places such as Liverpool and others, can often be Carribbean, African or African American.

'In this country, incidents of verbal insults and verbal rapes are numerous.

For some reason, people feel they are free to hurl racial abuse and taunts and spit at the drop of a hat on the street, in a queue at a bank, cinema, theatre etc., at a bar, that is if one is courageous enough to venture near a bar/pub. Let us be clear that the Stephen Lawrence kind of incidents have not been confined to the streets of London only, even though there have not necessarily been immediate witnessed deaths on the streets of the cities yet. There are numerous incidents one can quote including those where

people are refused tenancy even when the rooms are still available. Some of such incidents are perpetrated by the police and done such that it is not easy to report them and if reported they can aggravate the harassment and hindrance against normal day to day existence.'

Apart from recognised footballers and musicians, there are numerous bi-racial children of part Irish parentage and one assumes that they have the right to call themselves Irish and be treated as such and should not have to continually be called upon to justify their Irishness.

The fact is, having taken so long to ratify the UN convention on racial discrimination and in the absence of an effective anti-racism legislation, it has not been easy to do any thing about such racist incidents. Now, even with legislation at last in place, the onus is still on the victim to prove any such incident having happened and this is intimidating enough.

Apart from effective legislation, some positive measures, to make people aware and to promote affirmation and acceptance of people who are different, need to be in place:

- The history of colonialism and its effect could be part of the civics syllabus. This would help the children to understand some of the facts which have resulted in the predicament of citizens of other states.
- Development education for teachers as well as children should be promoted.
- Every person taking up a position where they serve or deal with members of the public, including children, should undergo anti-discriminatory and anti-racism training. Those who are already in the positions should also avail of any such training on offer. This training, which can be in the form of regular workshops, in the workplace should be given by trainers who have been well trained to give it and who will be adequately remunerated for giving such training.

- Wherever possible, an attempt must be made by relevant government bodies to include members of different ethnic, racial, religious etc, especially if such bodies are supposed to be serving members of those particular groups.
- Representatives of the state and members of the different media should themselves be mindful of the language they use and take responsibility for the results of emotive language some of them might engage in.
- In the schools, during the early years, children could be introduced to children of other lands. By reading stories from other cultures, showing them pictures of children and the various games they play. This would give an opportunity for children to learn that difference has nothing to do with superiority.

In conclusion, I wish to point the aim of this paper is to make people aware of what is going on and how damaging racism can be to both the victims of it and the perpetrators of it. This is an appeal for positive change. People who are black are human beings with all the positive attributes of human beings. Whatever negative forms of character some of them might display are no more, no less just because they are black or different in features and perhaps in their way of life. Difference, whilst it might be challenging, is not necessarily threatening and can have positive results if embraced and understood.

Rose T. Brock.

Rose T. Brock is a South African who has been living in Ireland since 1979. She taught Science (Biology and Physical Science) in High Schools in Zimbabwe, Kenya and Lesotho before coming to Ireland. In Ireland, she worked for a few years as a part time lecturer of Physiology in the then Galway RTC. She is founder member of the Galway 'One World' Resource Centre and group. She has been involved in a variety of issues relation to development education, justice in trade, 'Third World' Debt, racial awareness and gender and age discrimination. She writes for the Connaught City Tribune and has published some poetry.

EQUALITY AND SOCIAL JUSTICE: CHALLENGES FOR THEORY AND ACTION

Equality Studies Centre, UCD,
10th Anniversary Conference
December 15th 2000

The purpose of the conference is to contribute to the ongoing debate both nationally and internationally, on how to develop a more egalitarian society. The topic is particularly relevant in Ireland, at the beginning of the new Millennium, because of the political changes, North and South; the challenges posed by the persistence of economic inequality, in spite of increased prosperity; the difficulties faced by refugees and migrant workers living in Ireland; the growing pluralism of our society; and the challenges faced by Ireland internationally as a global player in the field of social justice and human rights.

This all day conference will include presentations by:

Professor Chris McCrudden, Chair of Human Rights, Lincoln College, Oxford - 'Equality and the Law'

Professor Anne Phillips, Chair of Gender Studies, London School of Economics - 'Gender, Class and Justice'

Professor Andrew Sayer, Chair of Sociology, Lancaster University – 'The Concept of A Moral Economy'
Dr Alpha Connelly, Mr John Baker and **Professor Kathleen Lynch** from the Equality Studies Centre will also present papers on core equality issues in contemporary Ireland.

The closing address, which will incorporate the launch of Equality Studies Centre's 10th Anniversary Report and Strategic Plan, will be given by Mary Robinson, UN High Commissioner for Human Rights.

The conference is also an opportunity for the Centre to celebrate its contribution over the past 10 years as a leader in the equality field. It has contributed to the education of equality and social justice activists, from Ireland and many other countries, as well as undertaking extensive research and outreach work in the equality field. The conference will help to identify future challenges for the work of the Centre.

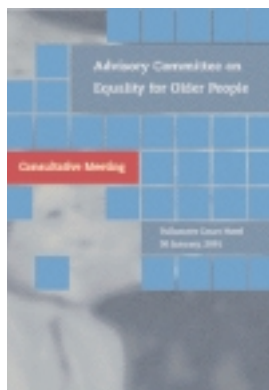
Venue: O'Reilly Hall, Belfield Campus, UCD.
Start time: 9.30am

Lunch will be provided, and there will be an evening reception at the close of the conference.

Further details are available from the Equality Studies Centre on (01) 706 7104.

Advisory Committee on Equality for Older People Consultative Meeting - Tullamore Court Hotel - 30 January, 2001

The Equality Authority is hosting a Consultative Seminar on Equality for Older People. The Seminar is being held to inform the work of the Equality Authority's Advisory Committee on Equality for Older People. The Advisory Committee is currently compiling a report on the equality issues affecting older people.



The Equality Authority would like to invite older people to share their views on the themes outlined above and the recommendations which should be made. It is very important that the final report reflects the views and aspirations of older people and that the recommendations which are made are practical.

The seminar will take place in the Tullamore Court Hotel on 30 January, 2001. The seminar is free of charge and lunch and refreshments will be provided. Transport to and from the hotel and the train station can be arranged for delegates where necessary.

For further details, or to book a place please contact Martina Kelly at the Equality Authority, Clonmel Street, Dublin 2, before Wednesday 20 December 2000. Places are limited and will be given on a first come first served basis.