

# Practical Approaches to Racism

A Toolkit for Change in Our Schools

2021 Resource By Cultúr Migrant Centre



Special Thanks to Cultúr Staff,  
Volunteers, Community  
Leaders and Local Schools.

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# What is Racism?



Racism is when people are treated unfairly because of their skin color or background.

## - Types of Racism -

**Individual:** Your attitude, belief and behaviour towards someone. E.g, through verbal or physical attacks or harassment.

**Institutional:** difficult to recognise. Can be seen in employment, education, housing and other public sectors. Racism is often an institutional issue.

**Cultural:** happens when the values and/or belief systems of one ethnic group are considered superior to others.



# Tips for Educators to Promote Diversity



All students and staff have equal access to opportunities and participation

All staff and students treated fairly and equally

Policies and procedures don't discriminate

Clear rules in regards to how people should be treated

Actively promote multiculturalism

Using resources with multicultural themes

Challenging any negative attitudes

Avoiding stereotypes



**Inclusive School**

# Why Should we Address Racism and Discrimination?

Prejudice is a burden that confuses the past, threatens the future, and renders the present inaccessible. - Maya Angelou



Schools have an important role and responsibility in addressing and eliminating racism through:

Promoting greater social cohesion

Addressing implicit bias

Explaining the curriculum from multiple perspectives



Watch: [Guide to Equal Status Act](#)





## Failing to recognize racism in oneself



**Discriminatory policies** that discriminate by race and keep people in poverty. Housing laws are an example of this

**Maintaining the status quo that protects racism to “keep the peace”**

**"Good" people who don't challenge racism and speak out against it**



**Only interacting with people who share the same beliefs** is a root cause of racism for individuals

**For many people, blaming others is a reflex.** You can hear it in statements such as “Illegal immigrants are stealing our jobs!”

**Making rash judgements about others** based on their appearance, clothing, how they talk, and other physical traits



# How to Address Racism in our Society

1

Become aware and admit that we may hold prejudices about people



Make a conscious effort to correct our bias against other people

2

3

Give equal opportunities to all



STOP  
RACISM

Initiate laws to help address hate crime and racism

4

5

Publicly challenge racism



# What You Can Do



**Admit  
racism  
exists!**

**Actively  
fight racism  
and racist  
culture**

**Speak up.  
Wherever and  
whenever you  
see it**

**Report racist  
incidents -  
don't be a  
bystander**



**Believe  
victims and  
support  
them**



**Fight Racism!**





# Why Encourage the Reporting of Racism?



To **break the silence and isolation** of those affected by racism

To **provide information, support and seek redress**



To find out how to **take action against those responsible.**

**TAKE ACTION**



To **monitor racism**, to understand who is experiencing it and make relevant authorities & public aware of it



To help **devise strategies and policies** for combating it on local/national level

# 2022 Statistics



2022

RACISM IN IRELAND  
iReport Reports of Racism

INCIDENTS

Discrimination  
190



111 Access to  
Goods &  
Services



69 Workplace



33 Public Sector



13 Accommodation

All Other  
Incidents 52

TOTAL REPORTS  
600

Criminal Offence  
223



49 Assault



112 Harassment



26 Serious Threat

Hate Speech  
136



3 News Media



93 Online  
Platforms



2 Politicians



38 Other

REPORT RACISM AT [WWW.IREPORT.IE](http://WWW.IREPORT.IE)

READ THE LATEST REPORTS OF RACISM IN IRELAND AT [WWW.INAR.IE](http://WWW.INAR.IE)



For up to date Statistics visit  
[WWW.IREPORT.IE](http://WWW.IREPORT.IE)



# **Cultúr's Community Programmes**

**Contact us to get involved**



**Community skills.**

**Advocacy.**

**Youth activities.**

**Issue-based training.**

**At Cultúr**

**Cross-cultural  
Festivals & Events.**

**Integration &  
Equality workshops.**

**Dialogue Forum**

**Career workshops**

**Group Establishment  
&  
Development.**

**Cultúr Celebrating Diversity  
Ground Floor, St. Anne's Resource Centre  
(Grounds of St. Mary's Church)  
Navan Co. Meath**



# Help support our work

With your support Cultúr will be able to extend its reach to **asylum seekers, refugees, low paid migrant workers** and **all migrants** to provide further support and information; English language supports and additional empowerment, personal development and motivation workshops to migrants and asylum seekers.

Here at Cultúr we don't just help migrants, we encourage and empower them. Every year we engage with and support the empowerment of migrants within County Meath and its surroundings. Make a contribution to Cultúr and help fund our community work.

Donate [here](#).



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## THANK YOU!

**#CulturNavanStandsAgainstRacism**

**#StandUp4HumanRights**

**We would love to hear from  
you!**



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