



COMBATING RACISM IN 21ST-CENTURY IRELAND

INAR STRATEGIC PLAN 2024-2028

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A portrait of Claudia Hoareau, Chairperson of the Irish Network Against Racism (INAR). She is a Black woman with short dark hair, wearing a patterned jacket over a black top and large hoop earrings. The image is partially covered by a teal overlay on the right side.

CHAIRPERSON'S FOREWORD

As Chair of the Irish Network Against Racism (INAR), I have great pleasure in presenting our strategic plan for 2024-2029. This plan is testimony to our members, staff and Board's continued collaborative efforts and recommitment to the fight for an equal, just, and inclusive Ireland, free from racism in all its forms. It is a document with an ambitious vision which is at the same time practical; it outlines our organisational goals, promotes our vision, mission and principles, celebrates our achievements, and through the lens of our values, sets the context for our core work pillars, and strategic objectives for the next five years.

At INAR, we firmly believe in developing, promoting – and crucially applying – a strong and living analysis of racism, grounded in a clear understanding of relations of power. To be fully understood, and in order for it to be at the heart of the wider struggle for social justice, it must be able to take into account all of the inter-related and intermeshing forms of oppression. Our work in supporting the voices of people experiencing racism to challenge power must be in dialogue with all groups experiencing racism, as well as with LGBTQIA+ groups, with women's groups, with Disabled rights groups and with groups fighting class and poverty based marginalisation and othering. In this respect we recommit ourselves to working within and with our Trade Union and other civil society partners to build solidarity in the fight against the far-right and hate groups. Our work, using our evidence-based and best practice designed tools, is driven by our values of dignity, equality, equity, and inclusion, for all.

Over the past four years, INAR has achieved significant milestones in the fight against racism in Ireland. We have grown a strong grassroots membership, ensuring that the lived experiences of people experiencing rac-

Claudia Hoareau

**Chairperson
Irish Network Against Racism
(INAR)**

ism can be transformed into evidential resources and lived expertise. Our iReport.ie platform has become an internationally recognised system for recording racism, and we have shared our expertise with sister organisations across the EU. We have published cutting-edge reports, advocated for hate crime legislation, led the development of the Coalition Against Hate Crime, and engaged critically with institutions and policy makers. We have continued to build relationships with key stakeholders and strengthened our media voice in the combat against systemic racism.

Our core work pillars reflect our areas of focus. We support quality data collection on racism and equality, campaigning for the collection of disaggregated ethnic data, while our research projects simultaneously amplify the voices of racialised groups. Our work to empower communities trains minority representatives and engages them as change actors at local and national levels. Through policy advocacy and campaigning, we work towards the introduction and implementation of hate crime legislation, the fullest implementation of the National Action Plan Against Racism, the highest standards of Human Rights policing, and adherence to European law and international treaties. We see our work as building a national anti-racism infrastructure, contributing to civil society initiatives, and facilitating the rolling-out of high-quality anti-racism training by people with lived expertise.

To achieve our vision, we have set strategic objectives and actions. Our priorities include work in strengthening the capacity of minorities and establishing training partnerships with ethnic minority trainers, developing systems to ensure individual rights, campaigning for inclusive education, and advocating for Ireland to be a global leader in combating hate crime. Crucially we focus on ensuring the effective implementation of both the Public Sector Duty and of the National Action Plan Against Racism. A key focus is also on researching the policing of ethnic minorities and assuring the highest human rights standards in policing. As a membership organisation, conducting a strategic review of governance and member engagement are also among our key priorities.

As we embark on the next phase of our journey, we are committed to reviewing and adapting our strategic plan in response to emerging needs and actions. We will continue to foster collaboration among our members, listening closely for guidance. We will do this sustainably by centering the well-being of our ethnic minority advocates, always seeking collective solutions for addressing the variety of challenges we all face.

I would like to express my sincere gratitude to the INAR team, our dedicated members, partner organisations, programme participants and supporters who have contributed to our achievements thus far. Your commitment, passion, and resilience have been instrumental in driving positive change. I also extend my appreciation to the Board for their ongoing governance oversight and guidance.

Together, we can build an Ireland where all individuals feel a sense of belonging, speak with a strong voice, are valued for who they are, and are equal in every way. I invite you to join us on this journey for change, as we continue to fight against racism and work towards an inclusive society for all.

Yours sincerely,

Claudia Hoareau

Chairperson, Irish Network Against Racism (INAR)



OUR VISION AND MISSION

Our vision is of an equal, just and inclusive Ireland, free of racism.

INAR fights all forms of racism, supporting the collective voice of anti-racism, by providing analysis and tools to empower those experiencing racism to take action within society, in solidarity with all groups combating racism and all other related forms of oppression.

OUR PRINCIPLES

Intersectionality We strive to ensure that issues affecting women, disabled people, members of LGBTQIA+ communities, older people, and people experiencing oppressions based on class and religious belief are at the heart of all our anti-racist analysis and actions. We recognise poverty and economic marginalisation as principal drivers of systemic racism.

People partnership is paramount to our work and we aim to work alongside minority ethnic groups and the organisations that represent their views, creating a strong voice for antiracism on this island.

Evidence-based and best practice methodologies are central to our work. We believe that generating good data on ethnicity is also the best way to monitor equality and equity of services and experience.

Our work is underpinned by the values of dignity, equality, equity and inclusion. We believe all people should feel they belong, have a voice, enjoy self-determination, and be equal in all ways.



ACHIEVEMENTS 2019-2023

In 2019 ENAR Ireland became INAR, the Irish Network Against Racism, giving full identity to the organisation now recognised at home and abroad as **the** collective voice challenging racism in Ireland. Since then, we have:

- grown a strong grassroots membership across the country, representing over 180 organisations and ensuring that the lived experiences of those who experience racism are at the heart of the work.
- deepened the practice and reach of iReport.ie, recognised internationally as the national independent system for recording racism in Ireland, supporting sister organisations to develop similar systems and developing resources for sharing practice in the area.
- started a new Community Development and leadership programme to ensure that anti-racism advocacy initiatives are led by those who experience racism
- continued to publish cutting-edge reports on trends and analysis of racism in Ireland to promote policy and legislative change.
- conducted a shadow collective civil society report to UN CERD, bringing a delegation from affected groups to represent its findings at the UN deliberations.
- ensured that all political parties signed pre-election anti-racism electoral pledges and led in the development of the Coalition Against Hate Crime, which advocates for hate crime legislation.
- led the call for a National Action Plan Against Racism (NAPAR), which INAR is now advising on, and for which we have also conducted consultations with affected groups to develop a shadow report.
- continued to build relationships with politicians, government departments, civil society and other key stakeholders in discussions around racism.
- continued to build a strong media presence to combat racism and xenophobia and to promote positive images of interculturalism and diversity in Ireland.

CORE WORK PILLARS: WHAT WE DO

SUPPORTING QUALITY DATA COLLECTION ON RACISM AND EQUALITY

- **Managing iReport.ie** regarded as a European and international exemplar, we collect and publish data on racist incidents.
- **Campaigning** for all institutions to collect disaggregated ethnic data, so that we can collectively understand whether change is working and whether people from different backgrounds are receiving equal and equitable services and outcomes.
- **Research** – we undertake research projects with a focus on amplifying the voices of minorities and the most marginalised with these groups.

SUPPORTING COMMUNITY EMPOWERMENT

- **Engaging communities** to support them to become local and national change actors.
- **Mentoring and training** minority representatives to become spokespeople and trainers.

POLICY ADVOCACY AND CAMPAIGNING

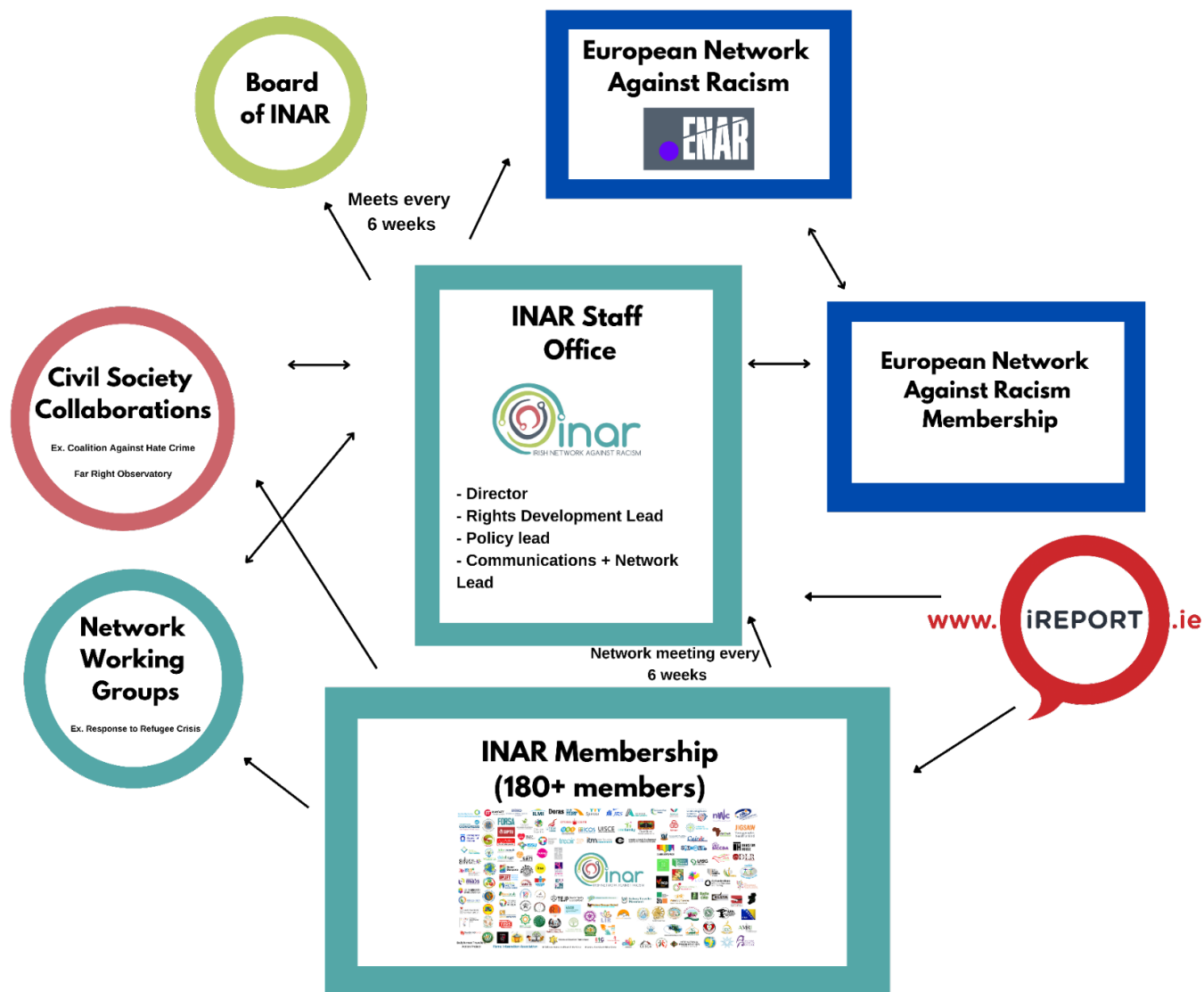
- Campaigning for introduction of **hate crime legislation**.
- Campaigning for the full implementation of the **National Action Plan Against Racism**.
- Campaigning for the implementation of and adherence to **international treaties and processes**.
- Advocating for the state to uphold its commitments on **antiracism and equality** and provide reports on progress.
- Advocating for all organisations, both public and private, to implement **evidence-based practice** to limit racism.
- Contributing to civil society and community initiatives to **combat the far right**.
- Facilitating the provision of **high-quality anti-racism training**.
- **Undertaking special projects** with civil society partners to advance the rights of minority groups.



INAR NETWORK DEVELOPMENT

- **Convening network meetings** and delivery of actions to ensure a strong and cohesive voice on anti-racism.
- **Keeping members up to date** on key national and EU developments affecting our anti-racism goals.
- **Convening, capacity-building and mobilising** members on issues of priority to ensure a strong voice on anti-racism.
- **Representing the views of members** on national and international forums and connecting members to European projects and funding.
- **Advocating for appropriate levels of funding** for key issues and member organisations.

ORGANISATIONAL STRUCTURE







STRATEGIC OBJECTIVES & ACTIONS

1. STRENGTHEN CAPACITY OF MINORITIES TO MONITOR ANTIRACISM INITIATIVES, DEVELOP ANTI-RACISM SCORE CARD, AND PROMOTE ETHNICALLY DISAGGREGATED DATA COLLECTION ACROSS STATE AGENCIES

» ACTIONS

- In consultation with relevant NGOs and agencies, establish a working group to **develop a scorecard and monitoring process** to assess government action in relation to the implementation of its international and EU obligations, including the implementation of the National Action Plan Against Racism.
- Develop an **evidence-based resource, accompanied by training and consultancy** to encourage state agencies and frontline service providers to collect ethnically disaggregated data, in order to develop usable data sets for the monitoring and evaluation of equality of access and outcomes.
- Advocate for the rolling out of a **behaviour and attitudes survey** and undertake every 2 years to assess whether people from diverse ethnicities feel valued, respected and included, as well to measure the attitudes of the majority ethnic population towards minority ethnicities.

2. ADVOCATE FOR IRELAND TO BE A GLOBAL LEADER IN COMBATING HATE CRIME

» ACTIONS

- In conjunction with the Coalition Against Hate Crime, support the development of the campaign to ensure the best legislative measures to protect people affected by hate crime. This campaign will include communications targeted at the general public to explain what the legislation means for them. This campaign will harmonise strategic communications and advocacy.
- Advocate for relevant authorities to implement a national crime survey capturing hate crime data, and for this to show a declining occurrence of hate crime.
- Advocate for appropriate and accessible support for victims of hate crime, at all stages of the process, regardless of conviction.
- Undertake research to evaluate the experience of people utilising hate crime legislation, with a focus on Gardaí and initial reporting as well as progression through the justice system.

- Develop a data-focused review process to monitor the success of implementation of legislation using KPIs (from entry point to exit for the person affected), through consultation with national and international experts. Funding (national and EU) will be applied for to support this process.

3. DEVELOP SYSTEMS ENABLING PEOPLE TO HAVE THEIR INDIVIDUAL RIGHTS MET

» ACTIONS

- Develop a system to identify and follow strategic litigation cases to test the implementation of equality legislation in fulfilment of the Racial Equality Directive.
- Work with FLAC to support roll out of the Equal Access Project training which supports professionals to assist people taking equality cases on grounds of race.
- Design referral pathways for people who contact INAR in need of supports. In acknowledgement of the fact that INAR is not a service provider, we need to formalise our role in connecting affected members of the public to INAR member organisations who do provide individual supports. This may include the development of MOUs with relevant service providers and the introduction of a call-logging system to identify systemic gaps.



4. ESTABLISH A TRAINING PARTNERSHIP SO THAT ANTI-RACISM TRAINING IS PROVIDED BY ETHNIC MINORITY TRAINERS

» ACTIONS

- Continue development of minority ethnic leader training programmes with community partners.
- Work with partner organisations with a mission for minority representation to develop a collective business model that supports quality anti-racism training to be provided to private, public, and community and voluntary (C&V) sector organisations. To be developed in a way which means it can be provided sustainably and nationally by minority ethnic advocates, assured through the development of a sustainable financial and quality assurance model.
- The model will involve INAR taking a lead in developing:
 - Evidence-based standardised training for organisations in state, semi-state and C&V organisations (and potentially private sector)
 - Training for trainers
 - A pricing model which ensures sustainability and an appropriate income for trainers
 - Marketing
 - A support network for trainers
 - Quality assurance
 - The gold standard to include equality proofing / standards – which can be provided by INAR where specific expertise is required
- Evaluation
- Note that INAR will facilitate this model rather than managing it directly. Funding will be sought to develop this partnership social enterprise approach.



5. CAMPAIGN FOR EDUCATION TO BE INCLUSIVE OF ETHNIC MINORITIES

» ACTIONS

- Campaign alongside ITM for the mainstreaming of the Yellow Flag programme.
- Campaign for diversity quotas in teacher/tutor recruitment across all levels of education, and to establish processes and checks to ensure that educational environments are inclusive.
- Campaign for minority ethnic involvement in the development and implementation of an intercultural education strategy.
- Support initiatives calling for the decolonisation of curricula and the education system more widely.

6. SUPPORT AND MONITOR IMPLEMENTATION OF PUBLIC SECTOR DUTY, NATIONAL ACTION PLAN AGAINST RACISM AND INTERNATIONAL TREATIES

» ACTIONS

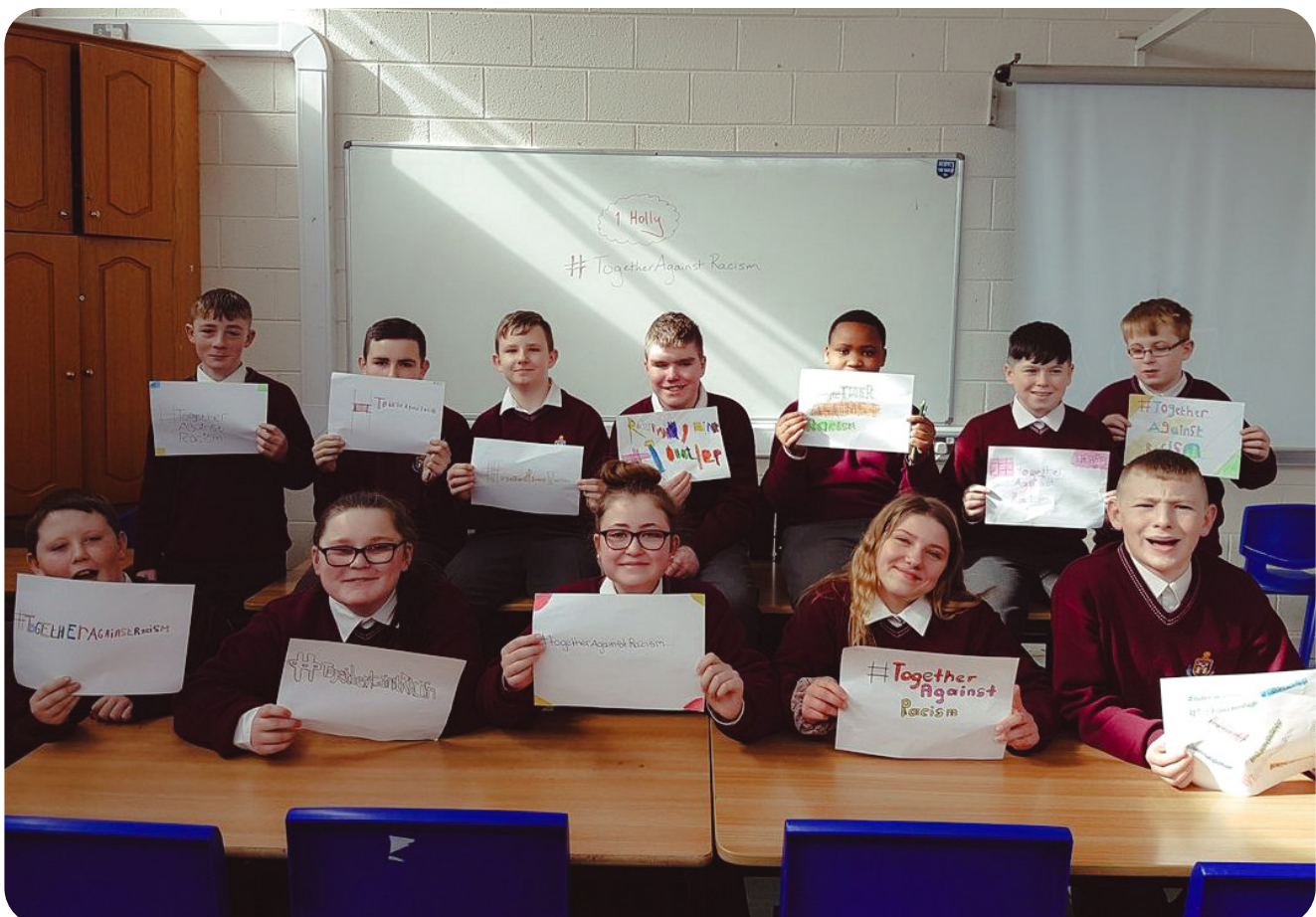
- Advocate for national implementation of and adherence to international treaties and processes, including but not limited to: ICERD and UNCERD Concluding Observations for Ireland, ICESCR, ICCPR, EU Framework Convention on Racism and Xenophobia, EU Race Directive, EU Rule of Law Report, ECRI recommendations for Ireland, EU Fundamental Rights Agency (FRA) recommendations, UNIDPAD recommendations for Ireland, CEDAW, UNCRPD, Charter for UNESCO Intangible and Tangible Cultural Heritage), and the application of Just Transition principles to the application of UN Sustainable Development Goals, United Nations Framework Convention on Climate Change, the Paris Agreement etc.
- Develop a scorecard for government action that assesses KPIs across three levels (see action above):
- Various intergovernmental EU treaties (as above) and the inclusion of these in the National Action Plan Against Racism (NAPAR) or other state strategy
- NAPAR implementation
- Develop a practical tool kit for employers and service providers to promote evidence-based actions that support individual and collective rights. This toolkit will make it easier for organisations to implement effective policies and provide benchmarks for the assessment of effectiveness of interventions.
- Engage with the NAPAR action planning process as a civil society partner, supporting network members.

- Campaign for the establishment of a semi-state body responsible for all aspects of NAPAR.
- Engage with any national, EU or international reviews, consultations, or processes, supporting ethnic minority leaders to present evidence-based review data and recommendations for strategic change.
- Monitor progress of public bodies in implementing the Public Sector Duty
- Advocate for a public accountability mechanism to be established by IHREC
- Develop a review and reporting mechanism on IHREC's implementation of the Public Sector Duty.

7. RESEARCH POLICING IN RELATION TO ETHNIC MINORITIES

» ACTIONS

- Conduct action-based research on racial profiling.
- Co-produce a range of actions that respond to research findings and seek funding for the implementation of these in partnership with relevant groups and agencies



8. RUN A MEDIA CAMPAIGN HIGHLIGHTING THE CONTRIBUTION OF DIVERSE MINORITY ETHNIC GROUPS TO IRELAND

» ACTIONS

- Work with the media and National Union of Journalists to develop research-based guidance on ethnic diversity in the media and explore the potential for developing human rights informed guidelines from an intersectional perspective, engaging a range of C&V organisations.
- Create at least five of the INAR Podcasts per year and work with community radio stations and CRAOL to disseminate programming.
- Convene an interagency media working group to promote the inclusion of positive stories of diversity in new and traditional media.
- Develop 'We are Us', an exciting visual social media campaign using video and photography to highlight the stories of ordinary people and celebrate the diversity of Ireland
- Explore funding and CSR partnerships to ensure high production values.
- Create a panel of STAND Against Racism spokespeople who have media training and can engage with media on relevant topics.
- Develop The Good Journalism Awards for good practice in relation to responsible reporting on diversity. To explore the feasibility of an intersectional award ceremony.
- Work with RTE and other broadcasters to develop ethnic minority internship initiatives and minority-led broadcasting.

9. STRATEGIC REVIEW, GOVERNANCE, AND MEMBER ENGAGEMENT

» ACTIONS

- Review INAR strategic plan in light of the NAPAR and update it to reflect emerging needs and actions.
- Facilitate collaborative actions between members, providing a variety of ways to convene and work together.
- Assess member satisfaction every three years and adapt supports based on this.
- The Board to undertake a review every two years in relation to governance good practice at national level and with regard to any guidance from the ENAR.
- Develop a Duty of Care policy with INAR member organisations to ensure that

ethnic minority advocates who experience racism (online or in-person) in the course of their work are supported through a variety of means including a focus on prevention and after-care, as well as addressing the accrual of racism for advocates.

- Work closely with the Hope and Courage Collective, sharing emerging trends and good practice in managing the far right with our membership.
- Conduct a review of the membership to assess gaps in representation and build the membership body.

