

SHADOW

NATIONAL ACTION PLAN AGAINST RACISM



The Shadow NAPAR - a high level overview

Why the Shadow NAPAR?

In the summer of 2020 the government appointed an independent Anti-Racism Committee to develop a National Action Plan Against Racism (NAPAR). This was in recognition of the evidence that minority groups in Ireland face racism in multiple dimensions, including hate speech, hate crime, institutional and structural discrimination. The Plan recognises that all of these are connected in what we call systemic racism, and sets out to address racism systemically. This, Ireland's second NAPAR, should be read together with the Committee's Interim Report published in November 2020. The NAPAR and its Interim Report were developed in fulfilment of Ireland's international obligations, including the European Union Action Plan Against Racism (2021-25) and the 2019 Concluding Observations for Ireland of the UN Committee on the Elimination of Racial Discrimination (CERD).

From our work with members and grassroots organisations, we have identified the need to design a Shadow Report that can act as a complimentary resource to the State NAPAR.

This is an advocacy resource, whose aim is primarily to engage critically with the propositions made by the NAPAR. Its evidence base is the data gathered during our extensive consultation process with groups of participants from minoritised backgrounds throughout 2021 and 2022. It also cites our international obligations and examples of international best practice.

How does the Shadow Report compare to the NAPAR?

- The Shadow Report and the NAPAR are set out following similar structures. The main difference being that the Shadow report foregrounds its deeper reliance on research into the lived realities of the communities most affected by racism in all its forms.

- Both reports are based on similar objectives— Supporting and protecting people from racist incidents and crimes, addressing ethnic inequalities, enabling minority participation, measuring the impacts of racism, and sharing a journey to racial equality. However, the Shadow Report further explores overarching issues and in this process identifies key gaps in the National Action Plan.
- Shadow Report reveals forms of discrimination and bias rooted in all social and institutional processes which prevent institutions from behaving with inclusivity, and in response proposes concrete steps for eliminating systemic racism in each context.
- The Shadow Report makes the case for conducting an initial Baseline Study on data pertaining to discrimination to complement the call for data gathering. It also calls for a review of all existing legislation and policy so they can be harmonised with the NAPAR's vision of an inclusive and purposefully antiracist republic.
- Beyond legislation, the Shadow Report insists on the need to provide for effective complaints mechanisms in all sectors. These are to be developed with the active participation of affected communities in their design, review and implementation.
- To ensure transparency and accountability, and in line with the principle of 'nothing about us without us', the Shadow Report argues for the active participation of affected groups in the development of the next NAPAR.
- With respect to the overall Implementation, Monitoring, Oversight, and Review of the Plan, the Shadow Report and NAPAR share similarities, for example:
 - Allocating a NAPAR Co-ordination Committee to gather regular updates on the activities conducted by respective departments.

- Appointing an Independent Special Rapporteur on Racial Equality and Justice.

- However, while the NAPAR has the special rapporteur chairing an advisory committee, the Shadow Report envisages a much more robust Independent Oversight Body, comprising civil society experts and people with lived expertise. This body should have powers to enforce the NAPAR and sanction non-compliance.
- The Shadow Report stresses the importance of allocating adequate and consistent budgets towards the implementation of programs for combating racism in all areas. The Shadow Report puts an especial emphasis on funding:
 - To enable effective data collection around persisting racial inequalities
 - To ensure gender sensitive approaches for combating injustices
- The measures suggested for promoting racial equality in the Shadow Report set action-oriented concrete goals that are in line with international human rights standards and reflect the intersectionality of inequalities and the ongoing oppressive practices in the State.
- The Shadow Report assigns each concrete action to a department responsible for coordinating with the activities and expected outputs, where the NAPAR lists implementing bodies without actually appointing one body with responsibility.
- The Shadow Report urges adherence to the principle of subsidiarity, meaning that all relevant stakeholders (governmental and non-governmental) across Ireland are to fully participate to ensure the success of the NAPAR.