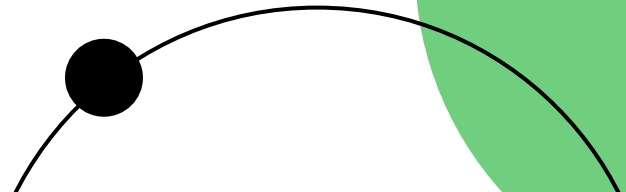


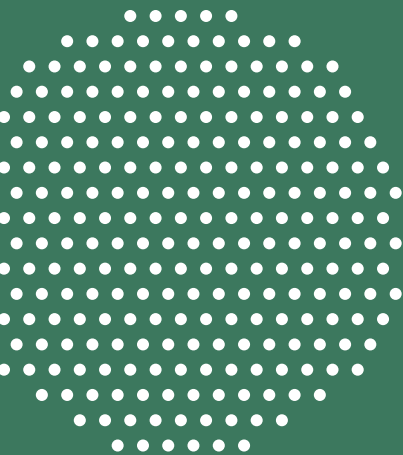


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Anti-Bias Anti-Racism Workshops

Information Deck





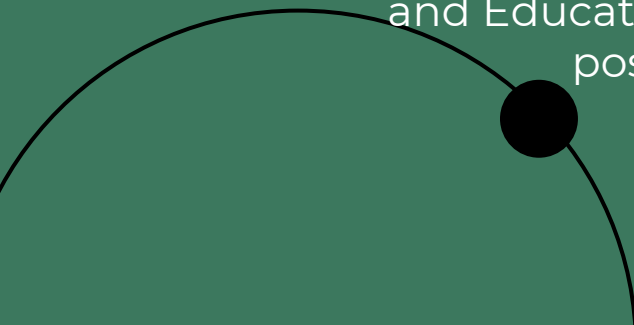
About



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Founded in 2020, B&I was established to celebrate and bring awareness to the experiences of Black and Mixed Race people in Ireland.

We now work in the areas of Advocacy, Community and Education to fulfill our mission of bringing about positive change for our community.



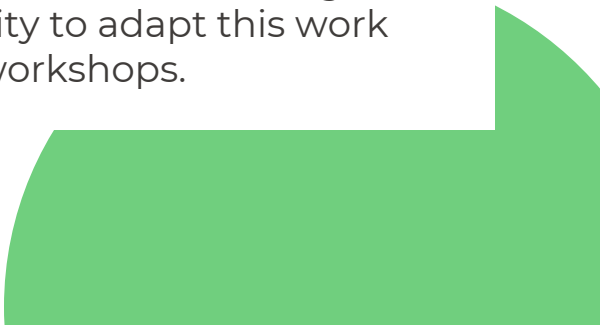
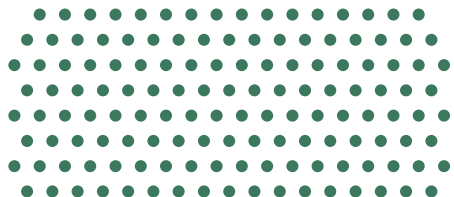


Background

Our **Anti-Bias Anti-Racism (ABAR)** training was developed out of a response from research we conducted on the need for a Black inclusive and anti-racist curriculum within the Irish education system.

According to our research, which confirmed what we had experienced anecdotally ourselves, there was also an overwhelming need for **Anti-Racism training for all teachers and other school staff.**

While our workshops were originally designed with teachers in mind, we have since **adapted and refreshed** our trainings to **cater to a variety of industries**, including media and entertainment, solicitors, and even student unions. Our ability to adapt this work truly speaks to the **universality** of the concepts covered in the workshops.





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Data & Rationale

94% of BIPOC Students

In Ireland have experienced racism in school

89% of Students

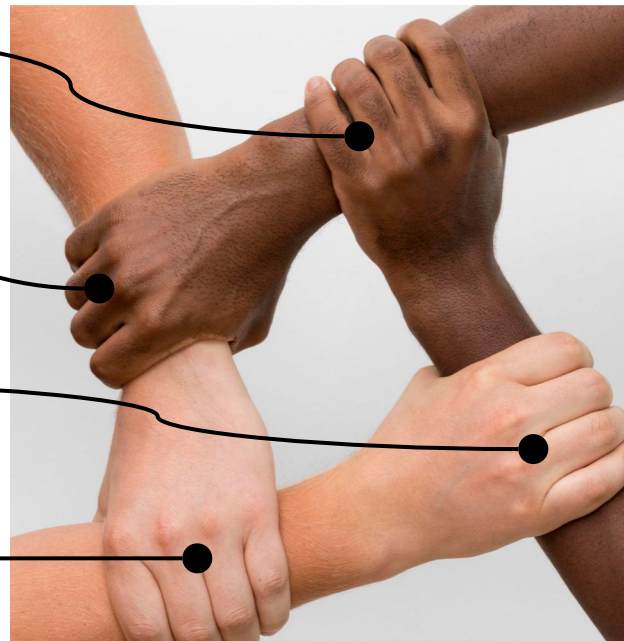
Believe that their teachers were not able to handle racist incidents that arose in school.

99% of Teachers

Feel that it is their responsibility to be actively inclusive in their classrooms

50% of Teachers

Claim to have witnessed or experienced racist incidents in schools.



*Data from Black and Irish/Black Inclusive Curriculum Surveys
March & August 2021



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About ABAR

ABAR stands for **Anti-Bias Anti-Racism**.

According to educator Liz Kleinrock, **“ABAR is rooted in action by identifying our biases in order to dismantle White Supremacist beliefs, values, and culture.”**

We need to ask ourselves:

“What are my biases?”

“What racist or problematic beliefs do I hold about particular people or communities?”

Then, we need to **take action** to challenge and dismantle those beliefs and thoughts.



Workshop Structure



Introductions & Reflections

An exploration of personal and social identities through storytelling and activities.



Rethinking & Bias

A deep dive into the roots of bias and socialisation and why it's important to question what you think you know about difference.



Anti-Racism Terminology

Bridging the gap of discomfort by introducing key concepts and definitions about racism and the history of White Supremacy.



Next Steps

Walking participants through ways they can bring ABAR to their workplace, i.e. policy and planning, calling in/calling out, and ways to interrupt racism and bias.



Key Objectives



Building Empathy

It is important that participants approach anti-racism work with empathy and compassion for others and themselves. Empathy is central to maintaining respect and treating everyone with dignity.



Centering Belonging

By sharing stories that focus on our need to belong, we engage empathy and remind ourselves that belonging is a basic and universal human need.



Creating Brave & Safe Spaces

Facilitators work to create a space where participants might feel uncomfortable about the topics, but at the same time feel that they are in a space where they are able to ask questions without judgement from others.





Underlying Frameworks



Critical Multiculturalism

A framework that challenges the idea that simply acknowledging and celebrating different cultures is enough.

Diversity is nothing without inclusion. True inclusion can't happen unless we examine and challenge our current systems and practices.

Celebrating diversity is important, but it does not lead to real change.



Intersectionality

The **interconnected nature** of social and political factors such as race, ethnicity, class, gender and disability as they apply to a given individual or group, that create overlapping and interdependent systems of discrimination or privilege.



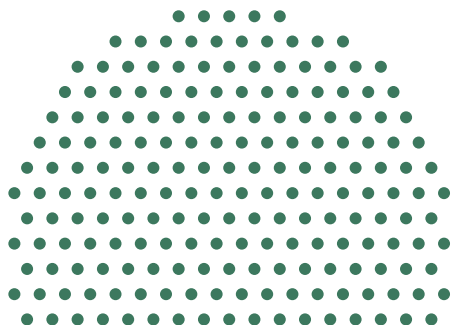
About the Facilitator

Briana Fitzsimons

Managing Director/Director of Education,
Black and Irish

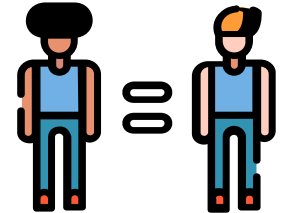
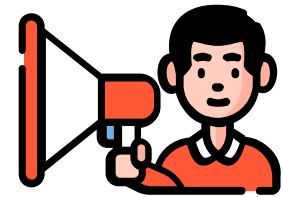
Secondary School Teacher (SEN)
EDI Specialist

Ancestry:
Afro-Puerto Rican & German Ashkenazi Jewish



Topics Covered Include...

- The lived experiences of Black, Indigenous, People of Colour (BIPOC) in Ireland
- Personal and social identities and social constructs
- Rethinking, bias and socialisation
- Anti-Racism terminology: intersectionality, the history of racism and white supremacy
- An exploration into challenging racism and bias, calling in/calling out
- Deep conversations around reflections and an investigation into next steps by incorporating learnings into daily practice in workplaces and exploring Equity, Diversity and Inclusion (EDI) policy options.

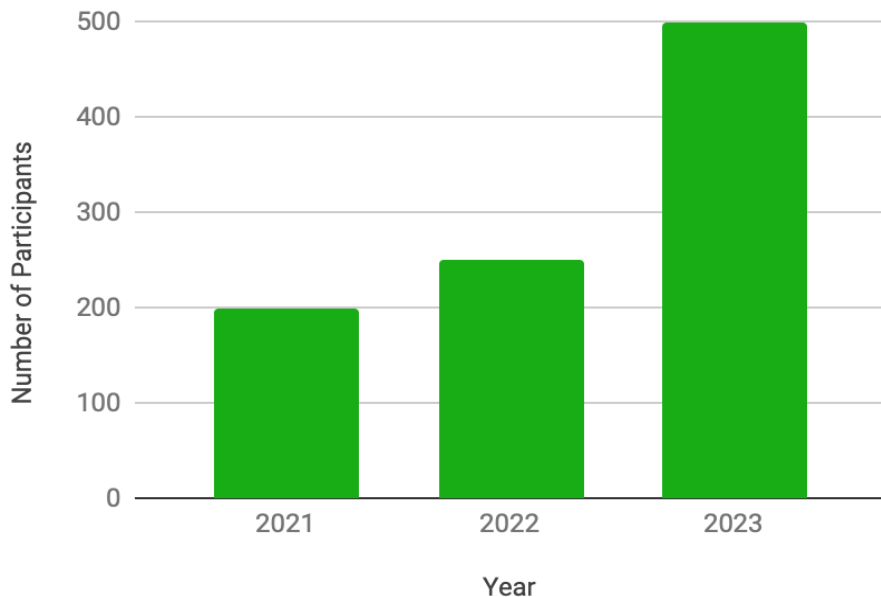




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Workshop Numbers

Number of Participants Per Year



● **36 Training Sessions**

Since 2021

● **950 Total Participants**

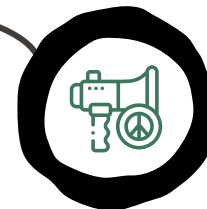
With this number to exceed 1,500 in 2023

Participant Feedback



“Loved Briana's style of presenting. I struggle to stay focused with most online trainings, especially those over an hour but this was totally different.”

“Briana is a phenomenal presenter, and truly knows how to captivate her audience's attention.”



“Briana's bubbly personality kept our attention focused. Love the balance between her non-threatening, yet steadfast approach to anti-racism.”

“Excellent throughout. Briana's, warmth, enthusiasm about the subject was infectious. Everyone should take this workshop!”