

Minutes of the Meeting of the Anti-Racism Committee

18 June 2020, 10.00am

Committee members in attendance:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
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[REDACTED]
[REDACTED]

1. Welcome from Minister Flanagan

Minister Flanagan welcomed the new members to the Anti-Racism Committee and thanked them all for agreeing to participate. He highlighted the importance of the work of the Committee. He outlined the terms of reference of the Committee, the timeframes for a preliminary report and a full report and other expected outputs. He also updated the Committee on the progress of hate speech legislation. He wished the Committee every success with its work before departing the meeting.

2. Welcome from Minister Stanton

Minister Stanton also welcomed and thanked the Committee members. He said the backgrounds of the Committee members would bring a diverse range of perspectives to the work of the Committee from a range of sectors and experiences. He spoke about his work with the Migrant Integration Strategy and National Traveller and Roma Integration Strategy. He noted the importance of education and awareness in combatting racism. He wished the Committee every success with its work before departing the meeting.

3. Welcome from Chair

[REDACTED]

4. Tour-de-Table Introductions

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

5. Terms of Reference

The Chair asked the Committee to consider the draft Terms of Reference which had been circulated before the meeting. It was suggested that in order to facilitate consideration by Committee members, the Terms of Reference could be approved at the next meeting. Committee members should submit any observations to the Secretariat ahead of the next meeting. It was noted that specific reference to NTRIS was omitted and should be included in the terms of reference.

6. Working arrangements

The Secretariat noted that due to the coronavirus crisis meetings will be held virtually for the foreseeable future and that future meetings would be scheduled further in advance. Papers will be circulated a week in advance of meetings. The Secretariat will be available to

Committee members to answer any questions they might have. The chair noted that sub groups of the Committee might meet if it was useful.

7. Communications

The Chair noted that the proceedings of the Committee's meetings would be confidential. The Chair also noted that if comment on the work of the Committee is required in the public domain, the Chair would make any statements on behalf of the Committee

AOB and Date of next meeting

██████████ again raised the issue of contacting the Irish delegation to the United Nations Security Council and the possibility of reissuing the John Rocha badges.

It was suggested that the first formal meeting of the Committee would be on the week of the 6th of July, subject to availability and work planning.

Minutes of the Meeting of the Anti-Racism Committee

28 August 2020, 10.30am

Committee members in attendance:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
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[REDACTED]
[REDACTED]
[REDACTED]

1. Introductions and update from Chair

The Chair opened proceedings and noted apologies from [REDACTED]
[REDACTED] who could not attend the meeting.

In relation to membership of the Committee, the Chair updated Members regarding [REDACTED] withdrawing from the Committee and the process to appoint [REDACTED] replacement with a senior level representative from the [REDACTED] sector. In addition, the Chair informed the meeting that the Minister will appoint a representative from one of the National Traveller and Roma Organisations to enhance the representativeness of the Committee.

The Chair updated the Committee on the transfer of responsibility for the Committee to the newly reconfigured Department of Children, Disability, Equality and Integration and the consequent changes to the Secretariat. The Department noted that the transfer was likely to be completed by early October.

The possibility that Committee members may be exposed to racial incidents because of their involvement in the Committee was raised. It was noted that there is a duty of care owed towards fellow members of the Committee and members needed to be cognisant of this. It was agreed that this would be noted in the minutes.

The Committee considered the minutes of the previous meeting, which were then approved, subject to a number of minor amendments.

2. Approval of the Committee's revised Terms of Reference

The Committee considered revised Terms of Reference which had been amended based on some input from Committee members. A number of potential changes to the Terms of Reference were discussed. It was agreed that some suggestions would be included in the Terms of Reference, but that it would be more appropriate to include others in the High Level Work Plan and in the interim report. It was agreed that the approved Terms of Reference would be circulated to the Committee for information, and that approval would then be sought from the relevant Minister in relation to the final text.

It was also agreed that a Sub-Group be formed to consider the definition of racism that would be used in the Committee's work, drawing on international and regional Conventions and norms. This Sub-Group will draft a paper on this issue to be considered at the next meeting of the Committee, scheduled for Weds 16th September. It was agreed that the Sub-Group would comprise [REDACTED]

3. Roundtable Discussion: Identification of areas where people encounter racism, including structural and institutional racism: how it manifests itself, how public and private bodies currently respond and the problems that occur in such responses

The Chair opened a roundtable discussion on areas where people encounter racism. Issues raised in the discussion included the following:

- (a) Technology and Racism:** Technological systems could have, intentionally or unintentionally, racist effects, particularly in the design and operation of algorithms. It was noted that the effects of these issues were not always obvious but could have very serious consequences. Online platforms and reliance on data sets were also raised as potentially problematic. Even State services like social welfare systems could be impacted.
- (b) Racism on Social Media:** Members of the Committee stated that racism is prevalent among some users of social media platforms. Recent racist attacks involving Tik Tok videos were highlighted. The responsibility of technology companies, the lack of agreed definitions of what constitutes racism and strict adherence to legal definitions of hate speech were identified as problems.
- (c) Racism in education:** Members of the Committee stated racism and othering was common in schools from both students and teachers. Teachers should have a stronger role in protecting minority students and educating all students about difference. Mandatory Anti-Racism modules in

teacher training and examination and as part of Continuous Professional Development, would give teachers more tools to tackle racism. Increasing the diversity of the teaching profession was also important. The so-called yellow flag programme was highlighted as a positive means of combating racism.

- (d) **Societal Racism:** The Committee noted that racism was a societal problem in Ireland, and that INAR's IReport data demonstrates this. Some legislation disproportionately or solely affects minority communities. The so-called "Trespass Act" was specifically noted as disproportionately affecting the Traveling community.
- (e) **Lack of representation in broadcast media.** The fact that there are very few visible minority journalists was mentioned. Additionally the absence of adequate reporting codes on racial issues for various forms of media was highlighted.
- (f) **Access to healthcare:** There is a general lack of understanding in the healthcare system of the issues faced by migrants and few specific supports available to them. Systemic racism in accessing healthcare was raised. In particular victims of Female Genital Mutilation were not provided with sufficient supports within the Irish system. Additionally, healthcare workers require further training in their engagement with migrants, especially women.
- (g) **COVID:** Direct provision and the employment and other practices of certain industries were raised in terms of the differential impact of COVID on racial minorities. It was also suggested that training be mandatory for all professions and that special pro-active measures in recruitment should be considered.
- (h) **Racism and the Garda Síochána:** A recent study demonstrated that many members of the Garda Síochána harboured racist attitudes to minority communities (*"The Realities of Policing Diverse Communities from Minority and Police Perspectives"* by Inspector David J. McInerney). This could result in racial profiling or failure to record or investigate hate crimes. Mandatory in-person anti-racism training to counteract 'police culture' was suggested. The importance of diversity in recruitment and the support of new recruits was raised.
- (i) **Businesses and Racism.** It was suggested that many businesses wanted to combat racism but did not have the guidance needed. In this context however the work of the *Dublin City University Centre of Excellence on Diversity and Inclusion* was noted. This has produced a range of resources to assist employers in becoming more aware of how racism manifests in work place, including a range of multi-media resources and a tool kit. It was indicated material of interest would be shared with the Committee.
- (j) **Examples of successful interventions.** It was suggested that the Committee should consider examples of successful Anti-Racist

interventions and explore what were the success factors for such programmes.

4. Draft Committee's initial High Level Work Programme – for approval

The Committee discussed the initial High-Level Work Programme circulated by the Secretariat. The Chair noted that changes would be made in light of discussion, including adding the report being prepared by the Sub-group and broadening some of the thematic areas to discuss the issues raised by Committee members. The Work programme was approved pending these changes and it was agreed the programme would be re-circulated to members.

5. Discussion of proposed Consultation meetings in advance of Committee's interim report

The Committee discussed the proposed consultation meetings on the High-Level Work Programme. The Chair clarified that these were initial consultations in preparation for the interim report, and that there would be time for more extensive consultation after the initial report was published.

It was suggested that the Committee should consult with a wide range of civil society organisations. It was agreed that members could provide the names of appropriate organisations to the Secretariat. It was noted that many people had already related their experiences with racism and it would be good to avoid having them repeat them where possible.

6. Discussion of the Briefing Documents provided by the secretariat

The Committee discussed the documents circulated by the Secretariat ahead of the meeting. [REDACTED] provided an introduction to the Hate Track document, while [REDACTED] introduced the ESRI report. It was suggested that similar research could be circulated ahead of future meetings and that members could forward interesting research to the Secretariat. It was also suggested that significant pieces of research could be commended in the Committee's reports.

7. AOB and Date of next meeting

The Chair provided an update on the Committee's status in relation to lobbying legislation and the steps being taken by the Secretariat to ensure the Committee was in compliance.

It was agreed that the Secretariat could circulate anti-racism training materials to members of the Committee.

The meeting was brought to a close.

ANTI-RACISM COMMITTEE – Meeting Details	
Date:	16 September 2020
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> Secretariat: Department of Justice & Equality.
Apologies:	<div style="background-color: black; width: 100%; height: 20px;"></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Chair Update	<p>The Chair noted that new members of the Committee have yet to be appointed, and informed the Committee that the Minister was finalising the selection. The Chair will update the Committee once the process is complete</p> <p>The Committee was also informed that the Minister had approved the revised Terms of Reference and the letter had issued to the Ambassador to the UN. Both documents would be circulated to the Committee. The Committee was also briefed on the ongoing Transfer of Functions from the Department of Justice to the Department of Children, Equality, Disability, Integration and Youth.</p>	Chair
2.	Minutes	<p>The minutes were amended and approved.</p> <p>The Secretariat will circulate the approved minutes.</p>	Secretariat
3.	Discussion of Sub-Committee Paper	<p>The Sub-Committee presented paper on proposed working definition on racism to inform the work of the Committee. The Committee agreed the insertion 'social class' and approved the working definition on racism to inform the Committee's work.</p> <p>Secretariat to recirculate the approved working definition on racism.</p>	Secretariat
4.	High-Level Work Programme	<p>Work programme was discussed, one change made and revised work plan approved.</p> <p>Secretariat to recirculate the approved work plan.</p>	Secretariat
5.	Briefing Paper by the Secretariat	<p>Secretariat presented the paper and the Committee's discussion included:</p> <ul style="list-style-type: none"> • Recommending discrimination cases under the Intoxicating Liquor Act should be heard before the Work Relations Committee; • AGS publishing disaggregated data on all crime; • Access to justice; • IHREC's role in monitoring and enforcing the Public Sector Equality and Human Rights Duty; • Concern over lack of disseminated data on professional regulatory bodies; 	Secretariat

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<ul style="list-style-type: none"> • Queried if WRC provided disaggregated data on cases involving racism; • Stressed the importance of focussed data to make effective recommendations (education, employment, transport); • Identified challenges to capturing effective data; • Highlighted the importance of publicising information on complaints mechanisms. <p>The Committee agreed that a document should be drafted by the Secretariat to capture ideas from this discussion, which could lead to identification of emerging themes and areas of concern.</p> <p>The secretariat to prepare a first draft of this issues paper for the next meeting.</p>	
6.	Roundtable Discussion	<p>The discussion included structural and institutional racism in the following areas:</p> <p>Education Engineering Third-level Employment Health Regulatory Bodies Transport Housing Legislation Racist rhetoric</p> <p>The Committee noted instances of good practice in the previous National Action Plan on Racism.</p> <p>It was agreed that a briefing on the upcoming legislation on hate crime should be provided to the Committee and a briefing on the online safety and media regulation bill.</p>	All
7	Consultation Calendar	<p>A Consultation document was put to the Committee with regard to Consultation 1 on October 8th. It was agreed this would proceed and serve as a prototype to inform future consultations as approved by the Committee. To that end a Consultation Sub-Committee was established (names inserted)</p> <p>Committee members would forward NGO/Academics recommendations to the Secretariat.</p> <p>The Consultation Sub Committee will bring proposals as to structure of consultations including involvement of committee members and agree NGOs/Academics invited to address the Committee.</p>	Committee

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
8	AOB and next meeting	<p>EU's Action Plan Against Racism was brought to the Committee's attention. Secretariat to circulate to the Committee. Committee to circulate the Civil Society Critique of EU Action Plan.</p> <p>Sub-group agreed for theme 3, Engaging organisations in the public, private and voluntary sectors in combating racist messages, to prepare a discussion initiating paper for the next meeting. Sub-group to forward paper to the Secretariat to circulate for the next meeting.</p> <p>Next meeting of the Committee is scheduled for Thursday 8 October 2020.</p>	<p>Secretariat Committee</p> <p>Secretariat</p> <p>Sub-Committee theme 4</p> <p>All</p>

ANTI-RACISM COMMITTEE – Meeting Details	
Date:	8 October 2020
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; height: 20px; width: 100%;"></div> Secretariat: Department of Justice & Equality.
Apologies:	<div style="background-color: black; height: 20px; width: 100%;"></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	The minutes were approved without amendment.	
2.	Matters arising [Chair updates]	<p>The Chair informed the Committee that appointments of the new members would now be made by the Minister for Children, Equality, Disability, Integration and Youth, following the Transfer of Functions which is expected to take place on 13 October 2020.</p> <p>Arrangements are being made to have the Committee briefed at a future meeting by the Department of Justice and Equality on proposed changes to hate crime legislation, and by the Department of Environment, Climate and Communications on the Online Safety and Media Regulation Bill.</p> <p>A briefing on the Migrant Integration Strategy and National Traveller and Roma Inclusion Strategy from the Department of Children, Equality, Disability, Integration and Youth, is also being arranged.</p> <p>The Committee accepted an offer from one of the members to present on the recently published European Union Action Plan Against Racism.</p> <p>The Committee agreed that it would issue an invitation to <div style="background-color: black; width: 100px; height: 1em; display: inline-block;"></div> the European Network against Racism, who will brief the Committee on approaches to anti-racism strategy and action plan development in other EU member states.</p>	Secretariat & Committee
3.	Thematic Focus 2: Data Gaps and statistical information Briefing Paper by the Secretariat	<p>Secretariat presented the paper. The discussion included:</p> <ul style="list-style-type: none"> • Value of survey and administrative data; • Value of disaggregated data; • Value of an ethnic identifier; • Value of citizenship as the highest form of integration. 	All

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
	on ESRI Data Needs	<p>Recent publications in the ESRI/DJE Integration and Equality Research Programme, Action 25 of the Migrant Integration Strategy 2017-2020 include: Origin and integration: a study of migrants in the 2016 Irish Census (June 2020) and Diverse neighbourhoods: an analysis of the residential distribution of immigrants in Ireland (June 2019). The ESRI/DCEDIY <i>Monitoring Report on Integration 2020</i> is forthcoming (December 2020).</p> <p>The Committee's attention was drawn to the fact that the upcoming PULSE 8 recording system should address some of the concerns surrounding disaggregated data and that initiatives were being introduced in the University sector with regard to diversity of staff and students.</p> <p>Several useful studies on Traveller inclusion were brought to the attention of the Committee. These included the Traveller Community National Survey (carried out by Behaviours & Attitudes in 2017), the All-Ireland Traveller Health Study: Our Geels (2010) and the most recent report from the EU Fundamental Rights Agency (FRA), Roma and Travellers in Six Countries (2020), which specifically included Ireland.</p>	
4.	Thematic Focus 3: Engaging organisations in the public, private and voluntary sectors in combating racist behaviour	<p>The Briefing Paper drafted by the Sub-Group on this topic was discussed by [REDACTED], the Sub-Group Chair.</p> <p>The following were discussed:</p> <ul style="list-style-type: none"> • Value of training; • Value of toolkits and guidance; • Value of awareness campaigns; • Importance of implementation. • There was agreement as to the importance of ensuring accountability through the compellability of the measures introduced. • There was also agreement as to a principled basis underlying the Committee's approach. 	Secretariat
5.	Consultation Calendar & structure	The Committee approved Consultation 2 in principle and delegated the practical organisation to the ARC Consultation Sub-Committee.	Secretariat

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
6.	Interim Report	The Secretariat provided an overview of the proposed schedule for the Interim Report. It was stated that a proposed structure for the Interim Report would be circulated to Committee members in the next week. A first full draft of the Interim Report is to be circulated by the end of October.	Secretariat
7	AOB and date for next meeting	The Committee agreed the following dates for the next meetings: 5 November 2020 and 19 November 2020.	Secretariat

ANTI-RACISM COMMITTEE – Meeting Details	
Date:	5 November 2020
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> <p>Secretariat: Department of Justice & Equality.</p>
Apologies:	<div style="background-color: black; width: 100%; height: 20px;"></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	The minutes were approved without amendment.	
2.	Matters arising [Chair updates]	<p>The Chair informed the Committee that Minister O’Gorman issued the letters of invitation for the three Traveller Organisations to jointly nominate a new Member. The deadline for response was Wednesday 4 November, the Traveller Organisations have replied to the Minister: that they are meeting to discuss the nominee and will inform his Office as soon as they have agreed one.</p> <p>The letter of invitation for the final Member is with the Minister.</p> <p>The Transfer of Functions order for the Equality Division of the former Department of Justice & Equality to move the new Department of Children, Equality, Disability, Integration and Youth was signed on 13 October 2020. As of that date, Anti-Racism Policy is part of the Justice, International Protection & Equality Division, under [REDACTED], in the new Department.</p>	Secretariat & Committee
3.	Briefing on the Online Safety and Media Regulation Bill (2019), Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media)	<p>Briefing on the Online Safety and Media Regulation Bill (2019) by [REDACTED] Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.</p> <p>The following topics were discussed:</p> <ul style="list-style-type: none"> • The goal of the legislation is to minimise the availability of defined harmful materials, both material that is an offence to disseminate, and material which is not a criminal offence to disseminate but can cause harm or harassment. • Any service which hosts or provides access to harmful material are designated for regulation based on the risk posed. • Applies to television, streaming and can expand over time. 	All

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<ul style="list-style-type: none"> • Bill permits evolution of implementation over time. • Bill addresses institutional rather than individual racism. • Safeguards for Mental health of regulators monitoring content. 	
4.	Thematic Focus 4: Online Racism, Hate Speech the Social Media/Technology Sector and Broadcast media	<p>The Briefing Paper drafted by the Sub-Group on this topic was discussed by [REDACTED], the Sub-Group Chair.</p> <ul style="list-style-type: none"> • Limits of legislation. • Discussion of spectrum of hate speech. • Mental health. • Education/awareness raising to target systemic racism. • Ethics guide for broadcast and print media. • Reward good practice (similar to 'Green Ribbon' guidelines in relation to mental health). <p>It was agreed to include Media organisations in the Public Consultation Process,</p>	Secretariat
5.	Briefing on the implications of EU Action Plan Against Racism for Ireland's National Action Plan Against Racism	<p>[REDACTED] presented a document on the implications of EU Action Plan Against Racism for Ireland's National Action Plan Against Racism.</p> <p>The following was discussed:</p> <ul style="list-style-type: none"> • EU framework provides best practice and can allow for comparison. • Data collection key to address patterns of structural racism. • The plan should have a number of aspects: a clear role for business; have an intersectional aspect. • Proposed to adopt the EU framework as the basis for the Irish Action Plan and populate as required. <p>It was agreed to adopt the EU Action Plan Against Racism framework.</p>	Secretariat
6.	Consultation 3 Structure - Consultation Sub Committee proposals	<p>[REDACTED] briefed the Committee on the proposal for Consultation 3.</p> <p>Proposal for Consultation 3 was agreed.</p>	

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
7.	Interim Report	<p>The Secretariat circulated a draft outline of the Interim Report, a week after the 8 October meeting. The Secretariat have now provided the first draft of the Interim Report.</p> <ul style="list-style-type: none"> • Interim Report identifies key goals method of achieving these goals. • It will map out the next steps in the work of the Anti-Racism Committee. • A drafting sub-committee was agreed: [REDACTED] 	Secretariat
8.	AOB and date for next meeting	The Committee will meet again on 19 November 2020. The Minister will be invited to attend this meeting.	Secretariat



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	19 November 2020
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Welcome from Minister O’Gorman	The Minister thanked the committee for their work. Expecting the interim report and will engage further with the committee once this is presented.	
2.	Minutes	The minutes were approved with two amendments, one alteration to be submitted in writing at a later date.	
3.	Matters arising [Chair updates]	<p>The Chair informed the Committee that the committee awaits the joint nomination by the three Traveller Organisations. A request was made for more time, beyond the original deadline, by the organisations.</p> <p>A further member, from the business community, has been identified and their nomination is with the Minister’s office for approval.</p> <p>The Chair is engaging with absent members and this issue will be added to a future agenda.</p>	Secretariat & Committee
4.	Briefing on Criminal Legislation and Hate Crime	<p>Briefing Criminal Legislation and Hate Crime by [REDACTED] Criminal Legislation, Department of Justice.</p> <p>The following topics were discussed:</p> <ul style="list-style-type: none">• Current legislation was enacted in 1989• Head of Bill will be published in Spring 2021; it was suggested that there is now cross-party support• Criminal law is a last resort; prevention (education, awareness, modelling, etc.)	All

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<ul style="list-style-type: none"> • Consideration of professional Codes of Conduct as a form of prevention, rather than relying on criminal law • Public consultation carried out as well as international comparison to ensure the law reflects the needs of those affected • Feedback will be required on the conclusions of the report • It is a difficult law to draft due to certain unusual factors, such as the need to prove motive • Sentencing range set by Oireachtas, sentencing guidelines a matter for the judiciary. 	
5.	Interim Report	<p>The draft report was presented to the committee. A discussion was had on the current draft and committee members were asked to submit any amendments or additions to the report in writing by close of business on Friday 20 Nov.</p> <p>The secretariat will circulate a draft of the interim report on Tuesday 24 November. A meeting of the committee will be held on Thursday 26 November to consider the draft prior to submission on November 30.</p>	Secretariat and Committee
6.	Consultation 3	The attendees for the consultation were confirmed and the format was discussed.	Secretariat
8.	AOB and date for next meeting	The Committee will meet again on 26 November 2020. This meeting will be to complete the Interim Report.	Secretariat



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	26 November 2020
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Interim Report	<ul style="list-style-type: none">• The latest draft of the interim report was presented to the committee.• The timeline for approval and submission to the Minister was confirmed.• Urgent recommendations to be included in the Interim Report, but should be limited to those areas on which the ARC has already consulted.• Suggestions around wording and the ordering of text were agreed.• Interim recommendations discussed and approved.• Agreed that Chair will write a letter to accompany submission of the Interim Report to the Minister.	Secretariat & Committee



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	10 December 2020
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div style="background-color: black; width: 100%; height: 20px;"></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	The minutes of the meeting of both the 19 th and 26 th of November were circulated and approved.	
2.	Matters arising [Chair updates]	The Chair welcomed the two new members of the committee, <div style="background-color: black; width: 150px; height: 1.2em; display: inline-block;"></div> . Both new members introduced themselves to the Committee.	Secretariat & Committee
3.	Consultation Process	<ul style="list-style-type: none">The Committee discussed how to maximise the ability of the ARC to engage during the consultation process.Interim Report provides some basis for the consultation process.Seven headline consultations were named in the Interim Report. The Committee agreed the main consultation themes, which will be open to change, informed by the Consultation process and its outcomes.Consideration must be made for the modalities of consultations (targeted events, or open).Agreed to engage an expert facilitator to help with specific events and creating a report to ARC. Secretariat to move ahead on identification of a facilitator prior to next meeting.Secretariat will create a consultation programme and consultation document prior to next meeting. The importance of structure and engaging in targeted discussions was emphasised.Consideration for additional topics to those initially indicated, specifically sport, health and the arts.	All



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<ul style="list-style-type: none"> The importance of engaging with the private sector and tech companies, media and social media was emphasised. Consultations already completed to be used for information, as a guide, and to inform the final report. Employment consultation to focus on best practice and how to implement training widely. Lessons can be learned from the current NTRIS and MIS. Well-defined ToR for facilitator and the groups/people attending or making submissions to best use available time. Clear timeline for selection of who will be consulted and at what stage. A shared drive should be made available to the ARC to ensure availability of documents to all members. 	
4.	Work Plan	<ul style="list-style-type: none"> Draft Work Plan for Jan-Apr 2021 presented to the ARC by the secretariat. Possibility of additional meetings as required. Written submissions able to be made throughout the process, simultaneously with consultation process. Notwithstanding the establishment of sub-groups to report on specific consultations, each consultation open to all members to attend but not necessarily required 	Secretariat and Committee
5.	Next steps following the Interim Report	<ul style="list-style-type: none"> The Interim Report was submitted to the Minister on the 30 November 2020, fulfilling the ToR. All members have received a copy of this submission. The Minister is scheduled to attend the meeting on 14 January 2021 to discuss the Interim Report. 	Secretariat and Committee
6.	AOB and date for next meeting	<ul style="list-style-type: none"> The Committee will meet again on 14 January 2021. 	Secretariat



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	14 January 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	<ul style="list-style-type: none">The minutes of the meeting of the 10th of December were circulated and approved.	
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">Resources provided to the Committee have been affected by the pandemic and we can anticipate that this may affect future deadlines. The Committee will be provided ongoing updates on this issue.	Secretariat & Committee
3.	Discussion on Interim Report with Minister O’Gorman	<ul style="list-style-type: none">The Chair summarised the Interim Report and emphasised the importance of the implementation of the three recommendationsThe Minister discussed the three recommendations. Policing, health and accommodation were also said to be priorities for the MinisterCommittee agreed to prepare a paper on racism onlineSubmission of suggestions on how to improve Garda-community relations to be made to MinisterProposed that a letter re: Online Safety and Media Regulation Bill be prepared by the Committee	All
4.	Presentation on ESRI Paper (Covid-19 and Non-Irish Nationals in Ireland)	<ul style="list-style-type: none"><div></div> the ESRI presented the paper “Covid-19 and Non-Irish Nationals in Ireland”The paper looked at the impact on non-Irish nationals and if Covid-19 had a larger effect on them than on Irish nationalsThe presentation will be circulated to members of the committee	Secretariat and Committee
5.	Presentation on National Traveller and	<ul style="list-style-type: none"><div></div> DCEDIY presented on NTRIS, the current status of the strategy and areas which may interact with the NAPAR	Secretariat and Committee



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
	Roma Inclusion Strategy	<ul style="list-style-type: none">The presentation will be circulated to members of the committee	
6.	AOB and date for next meeting	<ul style="list-style-type: none">The Committee will meet again on 28 January 2021.	Secretariat



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	28 January 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div style="background-color: black; width: 100%; height: 20px;"></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	<ul style="list-style-type: none">The minutes of the meeting of 14 January 2021 were circulated and approved.	
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">An RFQ has issued for a consultation facilitator.Presentation on EU strategies related to NAPAR, included on agenda, has been postponed to 11 February.	Secretariat & Committee
3.	Committee Communications	<ul style="list-style-type: none">Pre Public Consultation phase a Communications document presented, the purpose of which is to offer a guide as to how best to communicate as a Committee.Following discussion the document will be amended and circulated to the Committee.	Secretariat
4.	Migrant Integration Strategy	<ul style="list-style-type: none"><div style="background-color: black; width: 100px; height: 1em;"></div> of DCEDIY briefed the Committee on the Irish Migrant Integration Strategy.It was hoped to, in part, demonstrate the areas of mutual interest and action.MIS was published in February 2017, originally running 2017-2020, extended to 2021.An Interim Report was published in 2019.Emphasis needs to be placed on the importance of measurable indicators included in the design of future Action Plans and Strategies, from the start.The Committee noted the need to engage with the Strategy as it develops.	All
5.	Briefing on Norwegian NAPAR	<ul style="list-style-type: none"><div style="background-color: black; width: 100px; height: 1em;"></div> the Norwegian Ministry of Culture presented on the Norwegian Action Plan against Racism and Discrimination, Action Plan against Antisemitism and Strategy against Hate Speech. A full account of the background and central elements of the	All



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<p>plan was given together with some of the more important initiatives with potential relevance for Ireland.</p> <ul style="list-style-type: none">• The presentation and related documents will be circulated to the Committee.	
6.	AOB and date for next meeting	<ul style="list-style-type: none">• A briefing was provided on the structure of the Consultation Document which is being prepared ahead of the period of public consultation.• A meeting will be scheduled on 25 February to introduce the facilitator to the Committee.• The Committee will meet again on 11 February 2021.	Secretariat



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	11 February 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div style="background-color: black; width: 100%; height: 15px;"></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	<ul style="list-style-type: none">The minutes of the meeting of 28 January 2021 were circulated and approved.	
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">The RFQ which issued for a consultation facilitator had received no responses, and is now closed. Having consulted with regard to the relevant procurement rules the Secretariat have received authorisation to search for identify and secure a facilitator in accordance with the Department and Government's public procurement rules.	Secretariat & Committee
3.	Briefing by European Commission Directorate- General for Justice and Consumers (Fundamental Rights Policy)	<ul style="list-style-type: none"><div style="background-color: black; width: 100%; height: 30px;"></div> Directorate-General for Justice and Consumers at the European Commission.The Committee was briefed on European Commission's background and current work regarding the Action Plan against Racism, and the two high-level working groups on Hate Speech and on Anti-Discrimination.Data collection an ongoing issue due to differing standards and priorities across member states.The delivery of common principles is anticipated by end-2021, and the submission of NAPAR by all member states sought by end-2022.EU Action Plan to be circulated to the Committee following the meeting.	Secretariat



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
4.	Briefing by European Network Against Racism	<ul style="list-style-type: none">• [REDACTED] the European Network Against Racism, briefed the meeting. ENAR is an EU-wide network of anti-racist NGOs and the presentation focussed on key steps towards achieving a robust anti-racism plan.• The presentation will be circulated to the Committee following the meeting.	All
5.	Consultation Document	<ul style="list-style-type: none">• A draft Consultation Document had been circulated in advance and was presented to the Committee.• The purpose of the document is to pose key questions and provide a guide for stakeholders.• Following a discussion of the document and suggestions as to amendment, a redraft will be prepared. The Committee was asked to submit any further proposed edits by COB Wednesday 17 February with a final document to be presented on 25 February.	All
6.	AOB and date for next meeting	<ul style="list-style-type: none">• As the public consultation phase was nearing, the potential for members of the Committee to be the focus of attention from groups opposed to its work was raised. It was agreed that this was a serious issue requiring further consideration and the possibility of additional precautions around the format of public consultations. It was agreed this would be an agenda item at the next meeting re Consultation phase.• The Committee will meet again on 25 February 2021.	Secretariat



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	25 February 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	The minutes of the meeting of 11 February 2021 were circulated and approved.	
2.	Outline of current legal position in Ireland with regard to structures surrounding data collection and disaggregated data – ethnic equality monitoring in particular – in both public and private sector	<div></div> School of Law TCD outlined the current legal position in Ireland with regard to structures surrounding data collection and disaggregated data – ethnic equality monitoring in particular – in both the public and private sectors: <ul style="list-style-type: none">Equality Law and Data Protection Law not syncretised;Under the General Data Protection Regulation 2018, pseudonymised data still constitutes personal data;Value of a secure and effective framework for employers and public bodies to collect ethnic data appropriately;Article 89 of the GDPR, ‘Safeguards and derogations relating to processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes’The presentation given by <div></div> will be circulated to the Committee. The General Data Protection Regulation, https://gdpr-info.eu/	Secretariat & Committee
3.	Briefing on work in relation to European Commission initiated subgroup on	<div></div> ‘Fair and Equal Societies’ Research & Data Unit, European Union Agency for Fundamental Rights, briefed the Committee on the work of the European Commission’s ‘Subgroup on Equality Data’ <ul style="list-style-type: none">Subgroup set up in 2018 by the EU High Level Group on Non-discrimination, Equality and Diversity;	Secretariat



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
	equality data which FRA facilitates and which is working towards developing guidance on equality data based on ethnic and racial origin	<ul style="list-style-type: none">Subgroup's mandate is help Member States improve the collection and use of equality data;EC asked FRA to facilitate the Sub-group on Equality Data;3 specific outputs: Guidelines; Compendium; diagnostic mapping tool (March 2019) provide guidance on collecting equality data based on ethnic and racial origin;FRA mandate extended to implement the above three outputs at a national level;FRA mandate extended to end of 2025 to cover the EU Action Plan Against Racism; EU LGBTIQ Equality Strategy; 2020-2030 EU Roma Strategic Framework;Definitions of Equality data;Challenges with using proxy information;Submissions to be made by FRA to EU to change guidelines due to current difficulties collecting data;The presentation given by [REDACTED] will be circulated to the Committee, as well as the European Handbook on Equality Data. https://fra.europa.eu/en/project/2019/subgroup-equality-data	
4.	Briefing on experience and work on equality budgeting provisions	[REDACTED], Department of Public Expenditure and Reform briefed the Committee: <ul style="list-style-type: none">Equality BudgetingCSO/DPER Equality Data Audit (2020).Findings: challenges around disaggregated data; harmonisation and classification.The presentation [REDACTED] will be circulated to the Committee, as well as some related weblinks. https://www.cso.ie/en/methods/methodologicalresearch/rp-edu/equalitydataaudit2020/	All
5.	Matters arising [Chair updates]	<ul style="list-style-type: none">Measures for the safeguarding of Committee members are being considered;The work plan has been amended to focus today's meeting on data collection and the next meeting on the Consultation Document.	All



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
6.	AOB and date for next meeting	<ul style="list-style-type: none">• Subject to confirmation, [REDACTED] and Associates will facilitate the Public Consultation.• The Committee will meet again on 11 March 2021.	Secretariat



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	11 March 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div style="background-color: black; width: 100%; height: 20px;"></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	The minutes of the meeting of 25 February 2021 were circulated and approved.	
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">The issue regarding the potential harassment of Committee members is being considered. We are awaiting information on how it has been dealt with by others in similar situations, and the Committee will be updated again at our meeting on 15 April.Additional resources have been made available to the Committee by the Department.	Secretariat & Committee
3.	Briefing on the Census and the Labour Force Survey in relation to data gaps and an ethnic identifier	<div style="background-color: black; width: 100%; height: 1.2em;"></div> of the Central Statistics Office briefed the Committee on the following: <ul style="list-style-type: none">Census 2016 and Census 2022 developments;A public consultation was held for drafting Census 2022: a question now refers to citizenship instead of nationality, and additional categories included in questions on ethnicity;Labour Force Survey and data gaps;Public consultation for drafting of Census 2026; A copy of the presentation to be forwarded to the Committee.	Secretariat
4.	Briefing on Ethnic Equality Monitoring: European and National Policy and Practice in Ethnic Data	<div style="background-color: black; width: 100%; height: 1.2em;"></div> , Pavee Point briefed the Committee on: <ul style="list-style-type: none">Importance of Ethnic Equality Monitoring for effective measurement;Engagement with the CSO is necessary as this sets a minimum standard of data collected;Challenges to data collection, lack of understanding about the relationship between data collection and GDPR; lack of leadership and institutional buy-in; ineffective use of data collected.	All



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
	Collection and Monitoring	A copy of the presentation to be forwarded to the Committee.	
5.	Discussion on Consultation Document and Consultation Plan	<p>A briefing was given with regard to co-ordination of timelines and planning with regard to the publication of Interim Report, the commencement of public consultation and the publication of the consultation paper. The context is one where the consultation period will open in early April and run for the requisite 12 weeks.</p> <p>In the discussion of the draft Consultation Document which had been previously the following points were made:</p> <ul style="list-style-type: none">• The Consultation Document is complementary to the Interim Report, and takes its four thematic headings from the EU Anti-Racism Action Plan 2020-2024. It was agreed that these will provide the overarching thematic structures for the Workshops;• In terms of the Consultation Plan it was agreed that Committee members would form four sub-groups, one sub-group for each of the four thematic headings. The four sub-groups would then work with the Facilitator on planning the relevant Workshop(s) under the particular thematic headings. The Committee are to inform the Secretariat before the next meeting, which of the four sub-groups they want to join. It was emphasised that all members are free to attend any or all Workshops. Membership of a subgroup indicates a particular commitment to attend the event(s) under the thematic heading and engage in designing the event(s);• Agreed that questions need to be action focused. Agreed that Committee Members would send new text and questions to the Secretariat by 18 March 2021;• The Secretariat will circulate the revised Consultation Document to the Committee for approval before the next meeting.	All
6.	Introduction to [REDACTED], Consultation Facilitator	<ul style="list-style-type: none">• [REDACTED], facilitator for the Consultation phase was introduced to the Committee.• Specialised training in the area of combatting Racial Discrimination was recommended to the Facilitator, and specific courses will be recommended to the Facilitator and team to undertake.	Committee & Secretariat
7.	AOB and date for next meeting	<ul style="list-style-type: none">• ESRI proposed research project 'What works in combatting racism and discrimination in the labour market? An international review'. There was agreement in principle to proceed with the research. The proposal will be circulated to the Committee to review and make specific suggestions as to what might be included/looked at by ESRI.	Secretariat



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<ul style="list-style-type: none">The DCU Centre for Diversity and Inclusion are launching the 'Race Equality Guide for Hiring' on Thursday 18 March at 12pm. The Guide is part of DCU Race Equality Hub for Employers sponsored by Bank of Ireland.The Committee will meet again on 15 April 2021.	



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	15 April 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	The minutes of the meeting of 11 March 2021 were circulated and approved.	
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">An update was provided regarding security during the public consultation process. Security of the public consultations being held online will be monitored, with access only granted to those invited or registered to take part. We would encourage any Committee member who feels they have been targeted to inform the Chair or the secretariat immediately so that the matter can be handled appropriately and necessary steps taken.The Consultation Document has been approved by all committee members. The final version has been circulated for information ahead of this meeting and this will be the version published on the Department website to help guide submissions in the upcoming public consultation phase.The ESRI will proceed with its research, 'What works in combatting racism and discrimination in the labour market? An international review', and the Committee will be updated on the progress of this research in June.	Secretariat & Committee
3.	Discussion of the structure and roll out of the Consultation Plan	A Consultation Plan was circulated to act as a discussion document and presented to the Committee: <ul style="list-style-type: none">A dedicated email address has been created to receive written submissions.Two full days of consultation events for each theme, with flexibility to organise events outside of this if the need arises	Secretariat



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<ul style="list-style-type: none">• Important to hear from key groups, but equally important to ensure the consultation reaches groups/individuals not normally included in the discussion• Facilitated discussions must be heavily focussed on NAPAR (problems and solutions), rather than necessarily asking about experiences• Inclusion of groups which not only represent racialised groups during consultation process, incl. community groups, sporting organisations, local authorities, etc.• Consideration for accessibility should be made (translators, live captioning, etc.)• Bear in mind the cross-thematic issues at all times to ensure they can be examined at an early stage• Consider benefits of joint-consultations involving rights holders and duty bearers to generate more direct discussion• Possible need for “Private Consultation” with certain parties (e.g. regulators) due to the potential nature of the conversation• Committee members to nominate themselves to one sub-group and inform the secretariat• Template Consultation Plan to be circulated to sub-groups• Sub-groups to develop their theme within the Consultation Plan and return it to the secretariat by COB 23 April	
7.	AOB and date for next meeting	<ul style="list-style-type: none">• Future Media Commission Open Dialogue being held on 15 April• Launch of iReport by INAR• The Committee will meet again on 13 May 2021.	Secretariat



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	27 May 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	The minutes of the meeting of 15 April 2021 were circulated and approved.	
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">The contact details for all Day 1 participants at the public consultation events should have now been sent to the secretariat.If anyone feels they only need a half day for their consultation they should inform the Chair and secretariat.	Secretariat & Committee
3.	Presentation and Discussion on Public Consultation to Date	<p>A summary of the public consultation to date was presented:</p> <ul style="list-style-type: none">Communications and media awareness; Planned videos from Minister and Chair and online questionnaire; suggestion other members of the Committee are included in the awareness campaign; Committee members to be contacted following the meeting.Timeline for consultation and facilitated events presented, with events scheduled on 1 June (Employment), 3 June (Education, Health and Accommodation), 8 June (Participation and Inclusion), 10 June (Community and local, and an expert roundtable to be confirmed), 15 June (Intersectionalities).Review of 20 May and 25 May facilitated events; attrition rate disappointing although 6/7 attendees has been working well; ensure participants are aware of questions prior to events; ensure consultation conversations focus on solutions; facilitators to discuss which organisations	Secretariat



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		they are inviting to ensure no group is invited to too many events.	
4.	Discussion on High Level Work Plan – Changes and Updates	<ul style="list-style-type: none">• HLWP previously circulated has been updated in some areas.• The next planned ‘Day 1’ consultation events are on 1, 3, 8, 10, 15 June.• ‘Day 2’ events are scheduled to be held on 17 (Access to Justice); on 22 and 24 June half-day each for the remaining themes currently scheduled but a full day has been requested.• Non-facilitated events will follow with selected organisations.• Organisations and employers which are both rights holders and duty bearers should be consulted.• Facilitation report to be received on 15 July.• Committee members are asked to forward contact details to the secretariat if they have not yet done so.	
5.	AOB and date for next meeting	<ul style="list-style-type: none">• Next meeting 1 July	Secretariat



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	15 July 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	The minutes of the meeting of the 1 st July were circulated and approved.	
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">The Chair updated the Committee that the Public Consultation had closed, on 14 July 2021, and that expert Research support for the Chair and Secretariat in preparing the Consultation material for drafting the NAPAR will be provided by <div></div>.Updates were given by the Secretariat regarding the volume of written submissions received. Currently 80 have been received, but a few organisations have an extension to the end of July.The Facilitator's draft final Report for the consultation workshops had been received by the Secretariat. It will be finalised in conjunction with the Chair and Secretariat and circulated to the Committee in September.The Committee will break for August but <div></div> will commence work from August 3rd, collating materials and drafts for the ARC in preparation for September.Secretariat to circulate <div></div> biographical details to the Committee.	
3.	Presentation on Artificial Intelligence, <div></div>	<ul style="list-style-type: none">The Chair invited <div></div> presentation on Artificial Intelligence and Coded Bias.Key issues discussed were the impact of machine learning on perpetuating coded bias, and the false impression that AI is 'objective'.Secretariat to circulate <div></div> presentation to the Committee.	



Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
4.	Northern Ireland Human Rights Commission 	<ul style="list-style-type: none">• The Chair invited [REDACTED] to give their presentation.• Best Practice from Northern Ireland and Scotland were noted including advice on 'Approach' that should be 'Impact based' not just focused on outputs or outcomes; legislation taking a holistic approach; mentoring/sponsorship scheme for increasing ethnic minorities' representation on Boards; education important from early years to third level; focus on what the NAPAR will do with data, not just focus on data collection.	
5.	Economic & Social Research Institute [REDACTED], presentation on the use of indicators to measure actions	<ul style="list-style-type: none">• The chair Welcomed [REDACTED] to give [REDACTED] presentation on the use of indicators to measure actions.• Key take-aways: monitoring is key: baseline data and data over time to measure progress; measure same target group over time; underlined importance of ethnic identifier for measuring the direct and indirect outcomes and impacts of an intervention.• Secretariat to circulate [REDACTED] presentation to the Committee	
6.	AOB and date for next meeting	<ul style="list-style-type: none">• The Secretariat reminded the Committee of the Employment Roundtable Supplementary that afternoon, 15 July 2021.• It was noted the next meeting is set for the 16 September 2021.	



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	16 September 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div style="background-color: black; width: 100%; height: 20px;"></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	The minutes of the meeting of the 15 July were circulated and approved.	All
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">The Chair updated the Committee on the Written Submissions for the Public Consultation ahead of <div style="background-color: black; width: 100px; height: 1em;"></div> presentation;The Secretariat apologised for the delay in giving the Committee access to the Written Submissions and updated the Committee on the File Cloud account which would ensure security and avoid data breaches. The File Cloud should be operational in the next few days and the Secretariat will inform the Committee when they can have access to it;The Chair updated the Committee on the Facilitator's Final Report. The Secretariat had received a draft Report on 15 July 2021, which had been the subject of extensive commentary by the Chair and Secretariat. Hence a further improved redraft due on 20 September, will be circulated to the Committee for consideration and discussion at a plenary by end of September;The Facilitator will brief the Committee on the Report. The Secretariat will confirm this date for the Committee.	All
3.	Presentation of the written submissions	<ul style="list-style-type: none"><div style="background-color: black; width: 150px; height: 1em;"></div>, presented an overview of the Written Submissions to the Committee, briefing the Committee on the substance of the submissions, the key issues arising as well as some overarching concerns.A full discussion ensued during which questions were asked regarding the Four Themes set out in the Consultation Document and the supplementary issues of Community and Intersectionality; in relation to whether the Written	All

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		Submissions had identified any gaps or new themes, [REDACTED] advised some issues such as Care; Trafficking; Children and Young People; Culture; Implementation and Accountability had been referenced throughout the submissions.	
4.	Next Steps	<ul style="list-style-type: none"> The Secretariat briefed the Committee on proposed next steps to drafting and finalising the NAPAR, as follows: <ul style="list-style-type: none"> Review the Facilitator's Report and draft objectives and a framework/structure for the NAPAR, both to be discussed and agreed at the next plenary meeting in late September; Commence a process of initial drafting of text and content for the NAPAR, with input from the sub-groups which worked on the Public Consultation; Plenary meetings to be held to review text of the initial draft; Bilateral meetings to be held with the Committee and relevant Government Departments and Agencies; Plenary in early December to review the final draft; Submission of NAPAR to the Minister; It was agreed that the Secretariat would work on the alignment of timelines and provision of dates for such a sequencing of steps to organise this next phase of the work of the Committee. The following concerns were raised: <ul style="list-style-type: none"> The unavailability of the Facilitator's report and the importance of this being addressed and expedited; Agreement to prioritise the quality of the Action Plan over meeting the end of year deadline, a reminder that an extension may be needed; Agreement that difficult choices would have to be made, favouring some actions that may not have immediate effect but will have longer-term benefit. The Secretariat advised the Committee that there is a strong mandate from the Minister and from across the Government for an Action Plan which resolves the issues facing Government and which can be put into immediate effect. 	Secretariat

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<p><u>Actions for the Secretariat ahead of the next plenary:</u></p> <ul style="list-style-type: none"> • Confirm date for the next plenary; • Provision of access to the written submissions; • Circulation of the Facilitator's Report when available; • Draft objectives and a draft framework/structure for the NAPAR; • 'Next Steps' document to be circulated; • Planning a schedule for the bi-lateral meetings; • Update on progress on the Interim Recommendations. 	
5.	AOB and date for next meeting	<ul style="list-style-type: none"> • The Chair reminded the Committee of two special consultations in the afternoon with the Irish Human Rights Commission and with the Equality Commission Northern Ireland; • The Secretariat will confirm the date of the next plenary meeting, which will be the end of September. 	



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	30 September 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	<ul style="list-style-type: none">The minutes of the meeting of the 16 September were circulated and approved.	All
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">The Committee had requested an update on the Interim Recommendations. The secretariat have been in contact with other policy areas with regard to the recommendations. Ethnic Equality Monitoring is currently being progressed. A new strategy is also being developed on Gender Based Violence and progress is being made with this recommendation. Regarding the reservation to CERD the secretariat are engaging with D/Justice – the Chair has suggested a letter be sent on behalf of the Committee to try to progress matters.	All
3.	Presentation of the Facilitator's Report of the Public Consultation	<ul style="list-style-type: none"><div></div> presented an overview of the Consultation Report, which has been circulated to the Committee.The presentation focussed on each of the themes (Access to Justice; Media and Communications; Employment, Accommodation, Health, and Education; Participation and Inclusion), with certain focus given to sub-themes where it was required.Key actions which were recommended during the consultations were highlighted and emerging issues highlighted.A final overview suggested that: participation in process was welcomed; expectations now raised that the NAPAR will address substantive issues highlighted through the process; tangible, immediate, measurable actions to demonstrate	All

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<p>overall intent; participation in monitoring/evaluation; independent data.</p> <ul style="list-style-type: none"> • A focus should remain on intersectional issues, and the context of Covid should continue to be centred. • The document provides a summary of the consultation, with further detail provided in the appendix; the Committee will be informed by this in developing the NAPAR. • The report will be published alongside the report on the written submissions. • Feedback by the Committee should be received by 14 October. 	
4.	Framework and Objectives	<ul style="list-style-type: none"> • The Framework document was presented to the Committee, having been circulated prior to the meeting. • Framework developed with reference to other Irish equality strategies, alongside international action plans against racism (including Canada and Norway). • Document uses four themes (Access to Justice; Media and Communications; Employment, Accommodation, Health, and Education; Participation and Inclusion; Intersectionality; and others that may have been raised to date during consultations). • Structure of the NAPAR was presented to the Committee, and how it may outline the next steps involved following publication of the plan. • The language used throughout should be considered, being as inclusive and ambitious as possible, and also the plan is accessible to as wide an audience as possible. • Further consideration to Intersectionality, how to embed it throughout the structure, and how best to address it, needs to be made and comments with regard to that topic are specifically encouraged. • The Committee were asked to revert with comments and/or suggestions by Thursday 14 October. • The Secretariat will circulate an updated version on Thursday 21 October. 	All

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
5.	Next Steps	<ul style="list-style-type: none"> • The secretariat presented a Next Steps document, further developed following the meeting on 16 September. • A summary of the survey conducted during the public consultation has been circulated and the secretariat is available for any questions. • Consultation with public agencies will be held during October, with the Committee invited, but not obliged, to attend. • Next Steps document will be circulated to the Committee following the meeting. 	All
5.	AOB and date for next meeting	<ul style="list-style-type: none"> • Survey summary circulated to the Committee. A more detailed summary will be made available to the Committee. • FileCloud has been made available to all Committee members at this stage. If there are any ongoing difficulties they should contact the secretariat. The secretariat will circulate a brief guide to using FileCloud. • The next meeting will be on 11 November. 	



ANTI-RACISM COMMITTEE – Meeting Details

Date:	11 November 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div style="background-color: black; width: 100%; height: 20px;"></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	<ul style="list-style-type: none">The minutes of the meeting of the 30 September were circulated and approved.	All
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">Letter to Minister for Justice about to issue. Copy will be circulated to the Committee once it has been sent.Feedback received on Facilitator's Report; further written feedback requested so that the document can be finalised for publication alongside NAPAR.<div style="background-color: black; width: 100px; height: 1em; display: inline-block;"></div> has made some documents available to the Committee following a review by the Chair.<div style="background-color: black; width: 100px; height: 1em; display: inline-block;"></div>, Chair of NAPWPS. Copy will be circulated to the Committee once it has been sent.ESRI are were unable to attend this meeting due to illness, and the presentation of the findings of the study "Measures to combat racial discrimination and promote diversity in the labour market: a review of evidence" has been rescheduled for the next plenary on 25 November. The study was conducted as part of the ESRI's Equality and Integration Research Programme, which is funded by the Department of Children, Equality, Disability, Integration and Youth. The Secretariat clarified for the Committee that, although the study was not commissioned by the Committee, it was carried out with a view to informing the development of the NAPAR. In light of this, the study will be shared with the Committee in confidence prior to publication.	All

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
3.	Presentation of the Draft Actions for the NAPAR	<ul style="list-style-type: none"> • [REDACTED] draft actions for the NAPAR document. • The members of the Committee provided feedback on the document, both on the substance and the structure. • Any further changes should be submitted by Committee members by no later than COB on Friday 12 November. 	All
5.	Next Steps	<ul style="list-style-type: none"> • The secretariat presented the Next Steps, further developed following the meeting on 30 September. • Next Steps document will be circulated to the Committee following the meeting. 	All
5.	AOB and date for next meeting	<ul style="list-style-type: none"> • The next meeting will be on 25 November. 	



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	25 November 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Presentation of the Report on Measures to Combat Discrimination	<ul style="list-style-type: none">• <div></div> from the ESRI presented their Report on Measures to Combat Discrimination.• Review based on existing literature, especially studies since 2000, focussing on racial discrimination in the labour market.• A number of potential actions which may mitigate racial discrimination were highlighted.• A copy of the report, and the presentation, will be circulated to the Committee in confidence following the meeting.	
1.	Minutes	<ul style="list-style-type: none">• The minutes of the meeting of the 11 November were circulated and approved.	All
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">• Letter to Minister for Justice has issued urging the implementation of Interim Recommendation 2 of the Committee. A copy will be circulated to the Committee following the meeting.• Letter to <div></div> Chair of NAPWPS has issued. Copy will be circulated to the Committee following the meeting.• <div></div> has made documents (some confidential) available to the Committee following a review by the Chair.	All
3.	Presentation of the Draft Actions for the NAPAR	<ul style="list-style-type: none">• <div></div> draft actions for the NAPAR document, which had been shared prior to the meeting with the Committee.• Previous feedback from the Committee was discussed, how they relate to the written submissions, the public consultation, and international best practice which may have been reviewed.	All

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<ul style="list-style-type: none"> • The Committee made suggestions with regard to the structure and providing a clearer focus on some areas. • The intention is that the NAPAR submitted by the Committee will be in a position to be adopted in whole by government. • A further draft will be circulated to the Committee following this meeting. 	
5.	Next Steps	<ul style="list-style-type: none"> • The secretariat presented the Next Steps, and outlined the upcoming bi-lateral meetings. 	All
5.	AOB and date for next meeting	<ul style="list-style-type: none"> • The next meeting will be on 9 December. 	



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	9 December 2021
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> <div style="background-color: black; width: 100%; height: 40px;"></div>
	Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div style="background-color: black; width: 100%; height: 40px;"></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	<ul style="list-style-type: none"> The minutes of the meeting of the 25 November were circulated and approved. 	All
2.	Matters arising [Chair updates]	<ul style="list-style-type: none"> Update on the Duty Bearer Bilateral Meetings: 19 have been held to date with some additional ones to be scheduled before year end. All documents covering the bi-laterals are on File Share. Copies of Committee correspondence also on file share 	All
3.	Methodology	<ul style="list-style-type: none"> Progress to date was measured against the ten-step Methodology, set-out in the Interim Report. Steps 1 – 7 have been completed and step 8 is near finalisation with the majority of Duty Bearer Bilaterals completed. Terms of reference were reviewed. It was noted that the ToR reference consulting with members of the Oireachtas. This will be scheduled in Jan or early Feb when text is near finalised. Agreed the Committee work is on track and in keeping with its Methodology and ToR. <p><u>Agreed Actions</u></p> <ul style="list-style-type: none"> Agreed to consider inviting the Chair of the Joint Committee on key issues facing the Traveller Community to brief the Committee on its final report, published Dec 2021. https://www.oireachtas.ie/en/press-centre/press-releases/20211202-joint-committee-on-key-issues-facing-the-traveller-community-publishes-final-report/ Agreed to: <ul style="list-style-type: none"> Schedule a bi-lateral with Ibec before Christmas; 	<p>All</p> <p>Secretariat</p>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<ul style="list-style-type: none"> ○ Employment subgroup to identify 1 or 2 other employment reps if needed; ○ It was agreed that as ARC is working to a very tight timeline, should the need for further engagement with sectoral organisations be necessary they might be requested to give written response to the draft NAPAR 	
4.	NAPAR Structure	<ul style="list-style-type: none"> ● Suggested 'Table of Contents' as circulated was presented to the Committee, including examples from 'Access to Justice' and from 'Education' to illustrate a template that each thematic subgroup could use to complete content. ● Committee agreed to the structure and the template for their thematic sections as follows: <ul style="list-style-type: none"> ● Template agreed for Chapter 4, Thematic Sectoral Based Objectives: <ul style="list-style-type: none"> - 1 overarching objective for the theme - 3 to 4 objectives each; <ul style="list-style-type: none"> ▪ 3 to 4 concrete actions for each objective ▪ Include data as an objective in each theme. ● Agreed to omit language of 'reducing racism', instead use 'eradicate racism' ● The chair advised that each Subgroup coordinator would discuss with their group and then fill out the templates and return to the Secretariat by 13 January 2022. 	All
5.	Next Steps	<p>The secretariat presented the Next Steps:</p> <ul style="list-style-type: none"> ● The Secretariat updated the Committee on the subgroup coordinators as follows: <ul style="list-style-type: none"> 4.1. Access to Justice - [REDACTED] 4.2. Media and Communications – [REDACTED] 4.3. Employment – [REDACTED] 4.4. Education – [REDACTED] 4.5. Health - [REDACTED] 4.6. Accommodation - [REDACTED] 4.7. Inclusion & Participation: Politics, Culture, Arts and Sport – [REDACTED] <p>Committee agreed the subgroup coordinators and members.</p> <p><u>Actions Agreed</u></p> <ul style="list-style-type: none"> ● Secretariat to circulate the list of subgroup coordinators and members to the Committee following the Plenary; 	All

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<ul style="list-style-type: none"> • Secretariat to circulate the Template to each subgroup coordinator following the Plenary; • Subgroup coordinator to liaise with their subgroup members and complete the Template. • Subgroup coordinator to return completed Template for their subgroup/theme to the Secretariat no later than 13 January 2022. <u>Secretariat will accept completed Templates before this date.</u> • Secretariat to compile the 7 completed Templates and input into the full NAPAR V3 Text. • Secretariat to complete Sections 1 and 2, and 2.2.1 (chapter 3) and input into the full NAPAR V3 Text. • Secretariat to circulate NAPAR V3 to Committee on 20 January 2022 ahead of the next Plenary on 27 January 2022. 	
6.	AOB and date for next meeting	<ul style="list-style-type: none"> • The next meeting will be on <u>27 January 2022</u> • Secretariat to circulate suggested plenary dates for February and March 2022. 	



ANTI-RACISM COMMITTEE – Meeting Details	
Date:	27 January 2022
Time:	10:30am
Location:	Video Conference
In Attendance:	<div></div> Secretariat: Department of Children, Equality, Disability, Integration and Youth.
Apologies:	<div></div>

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
1.	Minutes	<ul style="list-style-type: none">The minutes of the meeting of the 9 December were circulated and approved.	All
2.	Matters arising [Chair updates]	<ul style="list-style-type: none">There are still some remaining bilateral meetings being scheduled and everyone's ongoing attendance is appreciated.	All
3.	Draft NAPAR 1.0	<ul style="list-style-type: none">Actions included in Sections 3.1. to 3.7.The secretariat outlined each section as it was shared, and comments were received and noted from the Committee.The secretariat requested that further comments and amendments to be submitted in writing to the Secretariat by no later than 3 February 2022, for circulation of NAPAR 2.0 draft to the Committee on 17 February 2022.	All
4.	Next Steps	<ul style="list-style-type: none">The secretariat presented the Next Steps, and outlined the upcoming bi-lateral meetings.<ul style="list-style-type: none">Department of Social Protection 2 February 2022.The Chair noted that Chapter 2 currently contained headings Data (possibly research knowledge and data), Intersectionality and PSHRD. It was agreed that gender	All

Ref	Agenda Item	Key Decision / Discussion Points	Action Owner
		<p>and youth would be highlighted but as actions included under respective thematic headings. Climate and North/South also needed to be referenced.</p> <ul style="list-style-type: none"> • [REDACTED] talked through possible gaps in Chapter 2 with suggested two additional headings: <ul style="list-style-type: none"> - Redress - key part for future proofing - Regional/County level mechanism • The revised draft NAPAR 2.0 will be circulated to the committee & government departments, and comments will be sought from these departments. • The next plenary (date tbc) will have a draft of NAPAR for the committee to view, make final changes and sign off. • It is planned that a final NAPAR will be submitted to the Minister at the end of March, for publication in April. 	
5.	AOB and date for next meeting	<ul style="list-style-type: none"> • A request was made for the Minister to make a statement on International Anti-Racism Day and for reference to be made to the publication of the NAPAR. • The date of the next plenary is to be confirmed and will be shared with the Committee as soon as possible. 	

Anti-Racism Committee

Minutes

Date:	28 April 2022
Time:	10:30am
Location:	Video Conference
In Attendance:	<div style="background-color: black; width: 100%; height: 40px;"></div> Secretariat: <div style="background-color: black; width: 100%; height: 15px;"></div> (DCEDIY).
Apologies:	<div style="background-color: black; width: 100%; height: 20px;"></div>

Ref	Key Decision / Discussion Points
1.	Minutes of 27 January 2022 <ul style="list-style-type: none">The Minutes of the Committee's previous meeting were agreed without amendments.
2.	Updates from Chair <ul style="list-style-type: none">The Chair thanked all participants for their work to date and reminded members that time was now of the essence in terms of delivery. There had been a lot of follow-up work from the last plenary including revision of the NAPAR in light of discussion at plenary, and consequent consultation with Departments. Given the period which had elapsed the Chair had asked the Secretariat to give a presentation summarising those steps and progress to date so that all members would be fully appraised of same.
3.	Progress to date <ul style="list-style-type: none">The Secretariat gave a presentation outlining the following items: (i) stages of the process (scoping, interim report, pre-consultation; public

Ref	Key Decision / Discussion Points
	<p>consultation; and drafting and agreeing the plan), (ii) the drafting process since January 2022, (iii) Departments and Agencies' feedback, (iv) Minister's feedback, and (v) next steps.</p> <ul style="list-style-type: none"> • All Departments have now given their feedback. Access to all feedback will be shared with the Committee. • The Minister's letter in which he gave his feedback and support for the process was noted.
4.	<p>Formulation of action plan</p> <p>The Chair reminded the Committee of the original Terms of Reference, which provided a possible mechanism to address feedback from Departments in light of the goals identified by the Minister in his letter to the Committee. The Terms of Reference state that the Anti-Racism Committee should "provide a draft Anti-Racism Strategy containing a clear action plan...that identifies priority issues to be addressed."</p> <p>It was agreed that this provided a way forward and the following steps were agreed:</p> <ul style="list-style-type: none"> • A clear action plan with priority issues to be identified from amongst the 166 actions in the NAPAR 2.1. • The action plan would include priority overarching actions which are common to multiple thematic areas (e.g. measuring racism/data). The Secretariat would identify these in advance of the next plenary. • Committee members to review actions in their own thematic sub-groups and revert with top 4-5 priorities in that area. Secretariat to then map these against the goals identified in the Minister's letter (i.e. measuring racial inequalities; access to justice (redress and being heard); visibility; education; protecting the economic, social and cultural rights and opportunities of ethnic minorities) • The draft action plan to be circulated in advance of next plenary for consideration and discussion.

Ref	Key Decision / Discussion Points
	<ul style="list-style-type: none"> It was important to retain the vision and ambition of the NAPAR. It was agreed this should be provided in a strong introduction, giving context and clear direction for future policy.
5.	<p>NAPAR 2.1</p> <ul style="list-style-type: none"> It was noted that the circulated NAPAR version 2.1 was that approved and shared with Departments and the Minister. It was agreed that it needed further editing in view of avoidance of repetition, and addressing omissions e.g. North South relations, AI, women and climate.
6.	<p>Oversight</p> <ul style="list-style-type: none"> It was noted that oversight had not yet been discussed in detail by the Committee. Oversight of implementation was discussed – whether this should be a single special rapporteur or a committee, or a process involving both. Inclusion of groups experiencing racism to be considered in the oversight mechanism. It was noted that other jurisdictions, including New Zealand and Portugal had successful policies on oversight. The Secretariat agreed to review these and will bring a briefing to the next meeting.
7.	<p>Next steps and next meeting date</p> <ul style="list-style-type: none"> It was advised that the first week in June would be the hard deadline for the report to be submitted to the Minister in order to enable it to be brought to cabinet before the summer recess. It was agreed that it would be important to make that deadline and not lose momentum. In that light the Chair advised that the Committee should complete its work in May. The Committee will meet again on 12 May 2022, 10.30 – 12.30. The Committee have been asked to reserve 19 May and 26 May in their diaries. The possibility of an in-person meeting was raised but due to

Ref	Key Decision / Discussion Points
	<p>time constraints, it is unlikely to be accommodated in the next meeting. Secretariat will send confirmation of dates as soon as possible.</p> <ul style="list-style-type: none"> • Secretariat to revert with common actions for the plan. Members to revert with top priority actions under their thematic sub-groups. Secretariat to collate under the Minister's suggested goals and circulate in advance of the next meeting, where this will be discussed. • Secretariat to review New Zealand and Portugal in relation to the special rapporteur role and revert.
8.	<p>A.O.B.</p> <ul style="list-style-type: none"> • The issue of the matter of the protected ground of socio-economic status was raised. It was noted that this would come under the frame of the ongoing equality review and might be referenced in that light.

Anti-Racism Committee

Minutes

Date:	12 May 2022
Time:	10:30am
Location:	Video Conference
In Attendance:	<div>[REDACTED]</div> Secretariat: <div>[REDACTED]</div>
Apologies:	<div>[REDACTED]</div>

Ref	Key Decision / Discussion Points
1.	Minutes of 28th April 2022 The minutes of the 28 th of April were agreed
2.	Matters arising & Chair updates <ul style="list-style-type: none">• The Chair welcomed <div>[REDACTED]</div>, as representative for the four national Traveller organisations.• Department feedback was circulated to the Committee ahead of this meeting.• The Chair thanked the Committee for their hard work on the priority actions.• The meeting date of 19th May is removed from the diary. May 26th plenary meeting is confirmed with a meeting on 2nd June pencilled in.
3.	Structure & review of audit actions The Chair reminded the Committee that following the identification of the priority actions (circulated), all sections of the NAPAR were now in draft form.

Ref	Key Decision / Discussion Points
	<p>The important issue for the Committee was to agree a structure for the NAPAR as well as note the review and audit actions.</p> <ul style="list-style-type: none"> • The Secretariat had prepared a presentation on structure for the Committee. [REDACTED] spoke to same, and the following points were noted: <ul style="list-style-type: none"> - ARC should aim to cut the current 39 Priority Actions to 25. - 'Further Recommendations' section will include those actions not identified in 'priority actions' section. [REDACTED] is to work on editing this section. - Full draft of NAPAR will be circulated in advance of meeting at 26th May for discussion. • The Committee approved the proposed structure for the NAPAR. It was agreed to rename the section 'Further Recommendations' to 'Recommendations'. • Action: Secretariat to circulate presentation to the Committee following the meeting.
4.	<p>Priority Actions</p> <ul style="list-style-type: none"> • The Chair opened the floor to the Committee for comments on the Priority Actions section. • It was agreed to have a short paragraph introducing the Priority Actions and the overarching objective to create an Ireland free of racism. • Such substantive suggestions as were made by members in the meeting (other than those of language and terminology) should be sent to the Secretariat by COB 13/05/22. The Chair emphasised this was a hard deadline as the NAPAR enters the finalisation process. The importance of plain English and the goal of cutting Priority Actions was underlined.
5.	<p>Oversight & monitoring</p> <ul style="list-style-type: none"> - The Secretariat shared a high level overview of Oversight and Implementation to the Committee. This included a cross-departmental Government implementation group, the work of the

Ref	Key Decision / Discussion Points
	<p>independent Special Rapporteur and an advisory consultant committee to ensure plurality of voices.</p> <ul style="list-style-type: none"> • Key points raised after the presentation: <ul style="list-style-type: none"> - The Advisory Committee would include representatives from communities affected by racism - The Advisory Committee won't be made up of academic experts only but also involvement of communities affected by racism. - Periodic accountability to Joint Oireachtas Committee would be important. - A point was raised of the oversight being put on a statutory basis, it was agreed to leave the oversight on a non-statutory basis subject to review.
6.	<p>Indicators Approach</p> <ul style="list-style-type: none"> • The Secretariat presented on sources for racial equality indicators. <ul style="list-style-type: none"> - It was agreed to have quantitative and qualitative indicators, not more than 12, with a majority being outcome indicators.
7.	<p>Timeline & Next Steps</p> <ul style="list-style-type: none"> • The Committee is to send in any substantive change they think is needed to the 'Priority Actions' with a reminder of the goal to cut the number of actions and the need for plain English. Deadline for this is COB 13/05/22 • [REDACTED] to work on Recommendations section. • Secretariat to circulate a final draft of the NAPAR before the next meeting on 26th May. Note the Recommendations section may be sent separately. • Proposal for in person meeting on June 2nd, with a lot of agreement from the committee.
8.	<p>A.O.B.</p> <p>Next meeting: Thursday 26 May 2022, 10:30 to 12:30</p> <p>Possible in person meeting on 2 June 2022</p>



Anti-Racism Committee

Minutes

Date:	26 May 2022
Time:	10:30am
Location:	Video Conference
In Attendance:	[REDACTED] Secretariat: [REDACTED] [REDACTED]
Apologies:	[REDACTED]

Ref	Key Decision / Discussion Points
1.	Minutes of 12 May 2022 <ul style="list-style-type: none">The minutes of 12 May were agreed.
2.	Matters arising & Chair updates <ul style="list-style-type: none">The Chair thanked the Committee for all their hard work and engagement to date.Draft NAPAR 3.0 had been circulated to the Committee for review in advance of this meeting.The Secretariat had received the draft text for the Recommendations section from [REDACTED] at COB on 24 May. However the Recommendations section requires editing to ensure consistency, and will now be circulated to the Committee on 2 June.The meeting date of 2 June is removed from the diary. Plenary meeting on 9 June (virtual) is confirmed.
3.	Draft NAPAR 3.0 presentation <ul style="list-style-type: none">The Secretariat had prepared a presentation on Draft NAPAR 3.0 for the Committee. [REDACTED] spoke to same, and the following points were noted:



Ref	Key Decision / Discussion Points
	<ul style="list-style-type: none">- Draft NAPAR 3.0 follows the structure as agreed at the last meeting.- Aim to reduce 33 actions further.- A line to be inserted as part of the principles underpinning the plan, to address intersectionality and ensure partnership with those affected by racism in implementation measures.- White Paper and the National Strategy for Women and Girls to be added to Introduction.- Vision and objectives changed wording, but substance is the same.- Order of objectives has changed, but should not be seen to imply a hierarchy.
	<p>Priority actions</p> <ul style="list-style-type: none">• The Chair advised the Committee that the purpose of this meeting is to focus and get agreement on the priority actions. All such feedback on draft 3.0 to be given orally in the meeting and agreed by Committee, noting that it would not be possible to facilitate further feedback on these after this meeting.• [REDACTED] gave context to the time constraints. A Memo for Government would need to be drafted and the NAPAR sent to the Minister in June, to enable consideration by Cabinet in their last meeting of the summer.• There was a full discussion as the Chair went through each of the priority actions with the Committee, and agreed wording changes and other suggestions were duly noted.• Some feedback was also given on the Introduction, which was noted.
4.	<p>Monitoring and Oversight</p> <ul style="list-style-type: none">• The Secretariat had prepared a presentation on Implementation, Monitoring and Oversight for the Committee. [REDACTED] spoke to same, and the following points were noted:<ul style="list-style-type: none">- The Implementation section to specifically mention that resources will be required to implement the NAPAR.- Monitoring section to make it clear that implementing bodies need to set out how and when they will implement their actions. This information to be made available to the Special Rapporteur.



Ref	Key Decision / Discussion Points
	<ul style="list-style-type: none">- Special Rapporteur section has been given more detail. High level details of the role of the Special Rapporteur to be included, with granular detail to be set out as part of the implementation process. Reporting to the Joint Oireachtas Committee to be included.
5.	Next steps <ul style="list-style-type: none">• Secretariat to amend NAPAR in light of today's discussion and agreed amendments.• Secretariat to edit Recommendations section.• Secretariat to circulate final full draft of the NAPAR on 2 June to Committee.• Proposal to sign-off NAPAR at virtual meeting on 9 June, to be then sent to the Minister.
7.	Next meeting <ul style="list-style-type: none">• Thursday 9 June 2022, 10:30 to 12:30 (virtual)



Anti-Racism Committee

Minutes

Date:	09 June 2022
Time:	10:30am
Location:	Video Conference
In Attendance:	<div>[REDACTED]</div> <div>[REDACTED]</div> <div>[REDACTED]</div> <div>Secretariat: [REDACTED] [REDACTED]</div>
Apologies:	[REDACTED]

Ref	Key Decision / Discussion Points
1.	Minutes of 26 May 2022 <ul style="list-style-type: none">The minutes of 26 May were agreed.
2.	Matters arising & Chair updates <ul style="list-style-type: none">The Chair updated the Committee that she met with the Minister on Tuesday. The Minister gave positive feedback along on the NAPAR. He noted the improvements since the last draft and showed his appreciation to all involved. The Minister is anxious to have the NAPAR launched before summer break, noting he would like the NAPAR signed off by 21st June in order to bring it to Government before the summer recess.
3.	Draft NAPAR 3.1 presentation <ul style="list-style-type: none">The Secretariat addressed the Committee with some feedback from the Minister and [REDACTED]: The plan would benefit from a clearer link from Objectives to Actions, with reasoning as to why the actions were chosen. The Secretariat proposed to add in some text to give insight to our thinking, which was agreed by the Committee.



Ref	Key Decision / Discussion Points
	<ul style="list-style-type: none">Feedback from the Departments on priority actions was also presented.
4.	<p>Discussion and agreement</p> <ul style="list-style-type: none">The Chair spoke to each section of NAPAR 3.1, asking Committee members to voice concerns and/or agree to the text.All amendments agreed were captured by the Secretariat. It was agreed that the Secretariat would input these amendments, and amendments received from Committee members between 3 and 9 June inclusive, and will circulate a revised NAPAR 3.2 to Committee members on 16 June 2022.The Secretariat requested for no more feedback or emails to be sent from now on until NAPAR 3.2 is circulated. Once circulated, only critical issues or glaring omissions to be sent to the Secretariat.Committee aim to be able to sign off on the final NAPAR on 23 June 2022
5.	<p>Next Steps</p> <ul style="list-style-type: none">The Secretariat to circulate revised NAPAR draft on 16 JuneThe Committee to review draft with the aim to sign off by email on NAPAR 3.2 on 23 June 2022



Anti-Racism Committee

Minutes

Date:	20 July 2022
Time:	10:30am
Location:	Miesian Plaza
In Attendance:	[REDACTED] Secretariat: [REDACTED]
Apologies:	[REDACTED]

Ref	Key Decision / Discussion Points
1.	Chair welcome and matters arising <ul style="list-style-type: none">The Chair welcomed the Minister and members of the Anti-Racism Committee.Chair confirmed that the National Action Plan Against Racism has been signed off by the Committee and submitted to Minister O’Gorman.
2.	Ministerial address <ul style="list-style-type: none">Minister O’Gorman thanked the Committee for their hard work and dedication.The Minister acknowledged formal receipt of the Plan on 27 June 2022.
3.	Secretariat update <ul style="list-style-type: none">[REDACTED] gave a short presentation detailing the milestones of the Anti-Racism Committee.[REDACTED] gave an update on next steps on behalf of [REDACTED] setting out the departmental process and Memorandum for Government to bring the Plan to Cabinet.



Ref	Key Decision / Discussion Points
	<ul style="list-style-type: none">The Secretariat thanked the Committee.
4.	Anti-Racism Committee feedback <ul style="list-style-type: none">Members of the Committee gave feedback on learnings from the process.The Committee thanked the Chair for their leadership and support.
5.	Formal closure of Committee <ul style="list-style-type: none">The Chair thanked the Committee and Secretariat.Chair read out the letter [REDACTED] received on behalf of the Committee from the Minister, dated 30 June 2022 [REDACTED] where the Minister acknowledged receipt of the NAPAR, discharged the Committee of its Terms of Reference and formally brought the work of the Committee to a close;Following the formal closure, the Chair brought the final plenary of the Anti-Racism Committee to a close.