



CORK CYPSC & KERRY CYPSC

Integration, Inclusion and Anti-Racism Resource

2025



Table of Contents

3	Purpose and Scope of the Resource
4	Introduction
6	Key Concepts and Definitions
6	Brief Overview: Racism, Microaggressions, Anti-Racism, and Far-Right Activity
8	Understanding Different Forms of Racism (Overt and Subtle)
10	Guiding Principles for Community Response
10	Core Values: Solidarity, Empathy, and Inclusion
11	Effective Communication: Framing Positive, Inclusive Narratives
11	Sample Statements and Messaging Tips
12	Scenario-Based Responses
14	Handling Racism in Everyday Situations (Local Community, Public Spaces, Workplace)
18	Safety and Support Strategies
18	Safety Assessment (Traffic-Light System for Public Interactions)
18	Engaging with and Supporting Affected Individuals
18	Basic Protocol for Reporting and Documentation
19	Resources and Contacts
19	Local Support Contacts
21	Trusted Information and Reporting Resources
21	Links to Additional Training and Support

Purpose & Scope

This document serves as source of guidance only. It does not impose specific obligations on the reader. Rather, and in particular, this resource aims to:

- ✓ Raise awareness as to what racism is
- ✓ Support the inclusion of migrants in our communities
- ✓ Work towards changing the narrative to a more positive view of migrants
- ✓ Equip allies to alleviate the burden on racist victims who often bear the burden of challenging racism
- ✓ Enhance the capacities of individuals, staff and organisations to challenge racism
- ✓ Create safe spaces for all children and adults who experience and witness racism
- ✓ Make racist reporting more visible to people and advocate for a viable legal framework for addressing reported incidents

We all have a shared responsibility to address racism in our daily lives.

Introduction

Racism remains a pressing social issue, affecting communities and individuals across Ireland. This resource, which builds on the foundational work of the Cork Migrant Centre Youth Initiative Against Racism, Nano Nagle Place, is designed to support professionals across the Children and Young People's Services Committees (CYPSC), and Cork City, County & Kerry Community Integration Forum by providing actionable guidance and fostering a proactive approach to building inclusive environments.

Our goal is to empower you with knowledge and tools to recognise various forms of racism, from overt discrimination to subtle microaggressions, and to respond effectively. Whether in direct service delivery or community engagement, your role is crucial in shaping an inclusive future where all feel valued, understood, and supported.

This is the first phase of ongoing work. This resource has been developed as part of the 2024 Integration and Inclusion communication strategy campaign for Cork CYPSC and Kerry CYPSC in partnership with Kerry Community Integration Forum, Cork and Kerry LAIT, and Cork Migrant Centre Youth Initiative Against Racism, Nano Nagle Place. This Resource integrates the latest insights from the field and feedback from those on the ground. It aims to not only inform but also inspire collective action against racism, ensuring that our services and interactions always uphold the values of solidarity, empathy, and inclusion.



This resource was funded by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) under the National Action Plan Against Racism (NAPAR) through the Cork Migrant Centre, Nano Nagle Place. This National Plan proposed actions to help make Ireland a place where the impacts of racism are acknowledged and actively addressed. It is rooted in a commitment to human rights values, democracy and the rule of law. It recognises the State's obligation to respect and protect human rights, and the roles of private actors.

This guide is structured to begin with key concepts and definitions to ensure a common understanding of terms and issues related to racism and inclusion. Moving on from the baseline concepts and definitions, this guide offers scenario-based strategies for responding to racism in various settings.

Each section includes actionable tips, reflective questions, and best practices aimed at fostering thoughtful engagement and effective response strategies. We encourage you to navigate through the sections that are most relevant to your needs and to revisit them as needed, using this guide as a continuous resource in your commitment to anti-racism



Traffic-Light System for Public Interactions

As you navigate the guidance provided in this resource, we encourage you to utilise the Traffic-Light System for public interactions. This simple yet effective system will assist you in quickly assessing safety levels during interactions, ensuring that you can make informed decisions about when and how to engage.

Safety Assessment

Implementing a traffic-light system provides a quick system for assessing safety in public interactions:

Green (Safe): Conditions are safe to engage or intervene without apparent risk.

Yellow (Caution): Conditions may be risky; assess the situation further before taking action.

Red (Danger): Conditions are unsafe; avoid engagement and seek help or exit the situation.

2. Key Concepts and Definitions

Racism:

Racism encompasses a range of behaviours and practices that result in an unequal distribution of power, resources, and opportunities across racial lines. It can manifest through individual prejudices, cultural bias, institutional policies, and systemic practices that reinforce differential outcomes by race.

Example: In social services, a caseworker might have preconceived notions about the capabilities of families based on racial or ethnic backgrounds. This could lead to differential treatment in the provision of support services, where families from certain communities might receive more scrutiny or less access to beneficial programmes compared to others. Such biases could influence decisions on family interventions, potentially resulting in unequal opportunities for support and assistance, and reinforcing disparities within community services.

Microaggressions:

Microaggressions are the everyday, subtle, unintentional, and oftentimes dismissive interactions or behaviours that indirectly express a prejudiced attitude toward a marginalised group. These can be verbal, non-verbal, or environmental slights that send hostile or derogatory messages.

Example: Asking a person where they are really from, implying that they do not belong in the country despite being a native citizen.



Anti-Racism:

Anti-racism is the practice of identifying, challenging, and changing the values, structures, and behaviours that perpetuate systemic racism. It is not just the absence of racism but involves active participation and advocacy to change policies, practices, and beliefs that uphold racial inequities.

Example: Supporting policies that dismantle barriers to educational and professional advancement for people of diverse backgrounds, such as affirmative action initiatives.

Far-Right Activity:

This term refers to actions taken by groups or individuals who hold extreme nationalist, xenophobic, racist, or fascist views. Such activities often aim to create and exploit divisions within society and may be characterised by aggressive rhetoric, misinformation campaigns, and, at times, violence.

Example: Organised rallies that spread hate speech against immigrants, calling for policies that aggressively limit immigration based on race or ethnicity.



Safe Spaces and Brave Spaces:

A safe space is where people can share their thoughts and feelings openly without fear of ridicule. It can be between two people, within a group, or part of an organisation's culture. A safe space demands that participants be open-minded and attempt to empathise with others' feelings and attitudes, even those with whom they differ and, thus, helps build trust and community within teams. A brave space facilitates a platform for courageous conversations about racism by encouraging individuals to share their perspectives and experiences, even if they are uncomfortable or challenge the norm.

Example: Implementing a workshop within an organisation where employees can discuss racial issues and share personal experiences related to race without judgment.



Understanding Different Forms of Racism

Overt Racism:

This form of racism is explicit and visible, often involving clear discriminatory actions or expressions of superiority based on racial characteristics or stereotypes. It includes racial slurs, hate crimes, and explicit segregation policies.

Example: A workplace where a manager openly discourages hiring black people, asserting they are not a good fit culturally.

Subtle Racism:

Unlike overt racism, subtle racism is not always obvious and can be more insidious in nature. It manifests in indirect ways such as exclusion from social groups, patronising behaviour, or assumptions based on racial stereotypes rather than individual merit. Subtle racism can be more difficult to identify and challenge because it is often normalised and engrained in societal interactions.

Example: A teacher repeatedly overlooking minority students for leadership roles in group projects, based on an implicit assumption of their capabilities.

Unconscious Bias

Refers to prejudice or social stereotypes that individuals form from their background, personal interactions, societal stereotypes, and cultural context about certain groups of people that they aren't consciously aware of having.

These biases are perpetuated through media, family and peers, societal ideals etc.

Example: In a school setting, a teacher, without realising it, might have lower expectations for students from certain racial or ethnic backgrounds based on stereotypes. This could manifest in the teacher calling on these students less frequently during class discussions or encouraging them to pursue less challenging academic tracks, subtly influencing their educational opportunities and self-esteem based on the teacher's implicit biases.

White Fragility / Defensiveness

The feeling of guilt, anger, fear, argumentativeness, shame, stress, etc. that white people are likely to experience when confronted with the topic of race and their stake in the structure. The conversation often becomes about defending one's character, rather than addressing the harm done.

Example: A discussion in a community meeting about police brutality where a white participant feels attacked when systemic racism is criticised and reacts defensively.

3. Some Guiding Principles for Community Response

Core Values: Solidarity, Empathy, and Inclusion

These are the values that form the foundation of promoting anti-racist practice and developing inclusive communities.



Solidarity involves standing together and supporting each other in the face of racism. It means not only being an ally when incidents of racism occur but actively participating in the struggle against racism every day.



Empathy is about truly understanding and sharing the feelings of a person experiencing racism. It requires listening genuinely to the experiences of marginalised communities and responding to their needs and emotions with care and understanding.



Inclusion: Inclusion goes beyond providing equal opportunities. It's about creating an environment where everyone truly feels they belong and are valued members of the community. This means actively fostering a culture where diverse voices are not only heard but also genuinely considered and respected. Inclusion involves recognising and addressing different needs and barriers that individuals may face, ensuring that everyone has the support they need to succeed and contribute meaningfully, reflecting true equity in practice.

Effective Communication: Framing Positive, Inclusive Narratives

Effective communication is key in combating racism, tackling negative discourse and fostering an inclusive community. It's important to:

- ✓ **Use inclusive language** that respects all cultures and identities.
- ✓ **Highlight common values** that unite rather than divide different groups.
- ✓ **Promote stories of positive interaction** between diverse groups to challenge stereotypes and encourage more inclusive perspectives.

Sample Statements and Messaging Tips

- When addressing incidents of racism, focus on the impact rather than the intent: “The comment made in the meeting earlier can be hurtful and perpetuates stereotypes that we want to avoid in our community.”
- Use messages that foster unity: “We all have a role to play in creating a community where everyone feels belonging and respect.”
- Encourage personal reflection and responsibility: “Let's each consider how our own actions and words might contribute to or prevent inclusivity.”

4. Some Possible Scenario Based Responses

Witnessing Racism – What to Do as a Bystander:

Witnessing racism can be a profoundly unsettling experience. Whether it occurs in your local community, public spaces, the workplace, or online, how you respond as a bystander can greatly influence the outcome and contribute to a culture of accountability and respect. Here are some possible steps to take when witnessing racism:

- 1. Assess the Situation:** Using the traffic light safety assessment system, evaluate the context and your surroundings to ensure that it is safe to intervene without escalating the situation. If direct intervention might provoke violence, consider alternative actions like seeking help.
- 2. Intervene Safely:** If it appears safe to do so, aim to intervene in a way that does not directly confront the aggressor but rather supports the victim. This might involve:
 - Distracting the aggressor by starting a conversation unrelated to the racist incident. This is a helpful approach if you feel the situation needs to be de-escalated for people to feel safe.
 - Physically positioning yourself in a way that shows solidarity with the victim, such as sitting or standing next to them.
- 3. Engage Constructively:** If the situation allows, foster a dialogue that could lead to a constructive outcome. Use open-ended questions or statements that encourage reflection without accusation, such as:
 - “I found what just happened quite surprising. Can we talk about it?”
 - “The comment that was made seemed out of place. What’s your view on this?”
- 4. Support the Victim:** Directly engage with the victim to offer support and comfort. Ask them how they would like to proceed and respect their wishes:
 - “I’m here if you need anything. How can I support you right now?”
 - “Would you like to discuss what just happened, or would you prefer some other kind of help?”

5. **Document the Incident:** If possible and safe, take notes about what occurred, including what was said and the context. This documentation can be useful for formal reports or educational purposes later.
6. **Report Appropriately:** Encourage and support the victim in reporting the incident to appropriate authorities or organisations. Offer to accompany them or to provide your own observations as a witness.
 - “Reporting this can sometimes make a big difference. I can go with you if you’d like that.”
7. **Follow Up:** Check in with the victim after the incident to see how they are coping and to offer further assistance. Continual support, where possible, can help alleviate the psychological impact of the incident:
 - “I’ve been thinking about our earlier conversation. How are you feeling today? Is there anything else you need?”

Quick Tips for De-Escalating Tensions Safely

Stay calm and assertive: Use a calm voice, maintain open body language, and express concern.

Engage others: Encourage others to support a peaceful resolution. There is safety and strength in numbers.

Create distraction: If direct intervention is too risky, creating a distraction can diffuse the tension. This could be starting a conversation with the aggressor about a different topic or physically stepping between the parties involved.

Responding to Far-Right Activity and Misinformation

Scenario: A community member shares far-right propaganda in a local online forum, spreading misinformation about migrants.

Response: Safely counter misinformation by providing accurate information and resources. Engage in respectful dialogue, if possible, and report the spread of hate speech to platform moderators or the authorities. All Responses should align with your organisation’s established protocols. (See Resources for accessing a sample protocol)

Some Suggested Means of Handling Racism in Everyday Situations

Local Community Scenario

Situation: You notice a new family living in your community being verbally harassed by a group of long-time residents who are making racially charged comments about the family's ethnicity.

Some Possible Steps to Take:

- 1. Assess Safety:** Quickly gauge the safety of the situation; if there's a threat of physical violence, be ready to call the police. Take a moment and assess whether you can safely intervene without escalating the conflict. Use the traffic light system to inform your judgement.
- 2. If you Intervene Safely:** Approach the situation calmly. Introduce yourself to both parties as a neighbour, making it clear through your actions and words that the behaviour of the aggressor is unacceptable. Ask if you can discuss what just happened, suggesting, "Can we talk about what just happened?" to open a dialogue.
- 3. Support the Victim:** Stand with the family, offering them your presence as a form of solidarity. Ask the family if there is anything specific they need at that moment or if they want you to call someone. You might say, "I'm here with you. How can I support you right now?"
- 4. Document the Incident:** Take notes or a video, if possible, to capture what's happening without escalating the situation. Ensure to document exactly what was said and done as neutrally as possible.
- 5. Report the Incident:** Offer to help the family report the harassment to local authorities or community leaders. Frame this suggestion by expressing your willingness to assist, such as "I can help you talk to someone about this if you want."
- 6. Follow-up:** Check in on the family after the incident to offer further support or assistance, reinforcing that they have allies in the neighbourhood. Express your continued support, "I want to make sure you're all right. Can we check in later?"

Workplace Scenario

Situation:

During a team meeting, a colleague casually uses a term that stereotypes another colleague's race, which might not be immediately recognised as offensive by everyone but creates an uncomfortable atmosphere.

Some Possible Steps to Take:

- 1. Intervene Safely:** Use your traffic light system to assess the situation. If the environment feels safe (Green) and conducive to dialogue, you might say, "I noticed the term you used just now, and I wonder if we could consider a different choice of words that might be more inclusive?" This approach can help shift the focus from confrontation to constructive conversation and educate about subtle racial biases.
- 2. Support the Victim:** After the meeting, privately approach the colleague who might have been affected by the comment. Express your concern with what was said and offer your support. Ask, "How did you feel about the comment earlier? Is there anything you'd like to discuss or need from me right now?" This shows solidarity and acknowledges their feelings, which might often be overlooked.
- 3. Document the Incident:** Note down what was said and who was present to establish a record of the behaviour. This is crucial even for comments that might seem minor but contribute to a pattern of inappropriate behaviour.
- 4. Report the Incident:** Advise the affected colleague of how to report or discuss the incident to HR, if they choose to. Offer your support during this process, suggesting, "It might be helpful to discuss this with HR to ensure everyone understands the impact of such words. I'm here to support you in this conversation if you like."
- 5. Follow-up:** Check in with your colleague later to see how they are doing and if they need further support. Maintain an open line of communication and reassure them, "I've been reflecting on our earlier conversation, and I want to ensure you feel supported here."

Public Space Scenario

Situation:

In a public park, you witness an individual making aggressive, racist remarks to a group of teenagers from different ethnic backgrounds.

Some Possible Steps to Take:

- 1. Assess Safety:** Using the traffic light system, ensure that intervening won't put you or others in physical danger. If the aggressor seems potentially violent, call the police immediately. Take a moment to breathe and assess the best course of action, ensuring your response does not escalate the situation.
- 2. Intervene Safely:** Approach the teenagers and engage them in a separate conversation, drawing them away from the aggressor. You might ask, "Can we talk over here for a moment? I want to make sure you're all okay." This approach helps to de-escalate the situation by removing the target of the remarks from immediate harm while not confronting the aggressor directly.
- 3. Support the Victim:** Once safely away, check in with the teenagers by asking, "How are you all feeling after that encounter?" and "Is there anything you need right now that I can help with, like contacting someone?" Express empathy and acknowledge the distress they may feel, saying, "It's really tough to hear things like that, and it's okay to feel upset about it."
- 4. Document the Incident:** If possible, record details of what was said and done without putting yourself at risk. Note the exact words and actions, and if you can discreetly use your phone to capture audio or video, do so, as this can be useful for reporting the incident to the authorities.
- 5. Report the Incident:** Encourage the teenagers to report the incident to the authorities if they feel comfortable doing so. Offer to stay with them while they make the report or to help them explain what happened. Say, "If you want, I can stay with you while we talk to the police, or help you explain what happened."
- 6. Follow-up:** Reassure the teenagers that they did the right thing by moving away from the situation and that they are not alone, and recommend signposting them to their local FRC.

7. Scenario: Experiencing Racism Personally

Situation:

You are at a community event and someone makes racially offensive comments directly to you, causing distress and discomfort.

Some Possible Steps to Take:

- 1. Assess Safety:** Your immediate safety is paramount. If the situation feels threatening or could escalate, remove yourself from the immediate vicinity and seek a safer place. Remember the traffic light safety system.
- 2. Respond Calmly:** If you decide to respond and it's safe to do so, address the behaviour calmly and clearly. You could say, "Your comments are hurtful and not acceptable. Please stop." Setting a boundary verbally can sometimes halt further negative interactions.
- 3. Seek Support:** Look for support from others around you. This could be friends, other event attendees, or event organisers. There's strength in numbers, and having others stand with you can deter further racist remarks.
- 4. Document the Incident:** If possible, document the interaction. This could be writing down what was said and who said it, or recording it on your phone if you are able to do so discreetly.
- 5. Report the Incident:** Report the incident to the event organisers or local authorities if applicable. Community events often have codes of conduct that prohibit such behaviour.
- 6. Engage with Community Support:** Reach out to community support groups or networks that deal with racism. They can offer emotional support, guidance, and resources on how to handle such situations and recover from the experience.
- 7. Practice Self-Care:** Experiencing racism is traumatic. Allow yourself time to process the emotions and consider speaking to a professional counsellor or therapist who specialises in trauma.
- 8. Educate and Advocate:** When you're ready and wish to, consider sharing your experience with people who are in a position to activate change. Do not, however, feel obliged if requested to relate your experiences as this can evoke retraumatisation.

5. Some Suggested Safety and Support Strategies

Engaging with and Supporting Affected Individuals

Support for individuals affected by racism should prioritise safety and empathy:

- ✓ **Direct Support:** Offer immediate comfort and assistance. Ask the affected person what they need and respect their requests.
- ✓ **Engagement Strategy:** Use supportive language, affirm the individual's experiences, and provide reassurance. Engagement should be non-confrontational and aim to reduce stress and anxiety for the victim.

Basic Protocol for Reporting and Documenting Racism

A clear protocol for reporting and documenting incidents is crucial for addressing and preventing racism effectively:

- ✓ **Reporting:** Encourage and assist victims and witnesses in reporting incidents to authorities and appropriate organisations such as www.iReport.ie
- ✓ **Documentation:** Safely document incidents when possible, noting key details like the time, location, and nature of the event. Ensure that any recordings or notes are made with the consent of those involved to respect their privacy and dignity.

We recognise that it is challenging for organisations when confronted with anti-immigrant rhetoric, protests and racism. There are a number of resources for organisations who may feel overwhelmed in the face of such protests which we have referenced for further advice and guidance. (Please see Hope and Courage Collective in Resources and Contacts)

This resource is the start of a collaboration between Kerry CYPSC and Cork CYPSC, Cork Migrant Centre, Nano Nagle Centre, Cork and Kerry Community Integration Fora and Cork Kerry Local Authority Integration Teams. Together, we will continue to build on this initiative and commit to the development of anti-racist and inclusive policies and practices.

It promotes the importance of standing together in solidarity and makes a commitment to action and promoting 'Being Together' on A shared journey to racial equality, working to understand the prevalence and impact of racism and to make a collective effort to eliminate it. (NAPAR 2023 – 2027).

6. Resources and Contacts

Cork

Cork Migrant Centre

Nano Nagle Place, Evergreen Street, Cork
cmc@nanonagleplace.ie
(086) 013 7616

Nasc, The Migrant and Refugee Rights Centre

34 Paul Street, Cork, T12 W14H
reception@nascireland.org
(021) 427 3594

Your Local Family Resource Centre

There are 13 Family Resource Centres (FRC) in Cork, to find your local FRC please see:

www.cypsc.ie/cork/resources.362.html

Cork City Local Authority Integration Team

Cork City Council
integration@corkcity.ie

Cork County Local Authority Integration Team

Cork County Council
integration@corkcoco.ie

Cork Children & Young People's Services Committee

tracey.holt@tusla.ie
(087) 628 7944
www.cypsc.ie

An Garda Síochána

The Garda National Diversity Unit forms part of the Garda Community Relations Bureau. The role of the Garda Diversity Unit is to: Monitor Hate Crime and Hate-Related Incidents via PULSE, social and written media, and third-party referrals and complaints.

Develop policy, strategy, and operational guidelines in all related areas of Diversity. Advise and support investigators of Hate Crimes and Hate-Related Incidents. Provide training to Garda Diversity Officers. Liaise between members of the public, relevant Garda, or other service provider.

For further information, please visit: <https://www.garda.ie/garda/en/crime-prevention/community-engagement/community-engagement-offices/garda-national-diversity-unit/garda-national-diversity-unit.html>

Garda Diversity Officers are available throughout Cork operating from the following Garda Stations:

Cork City:

Angelea Street:	(021) 452 2000
Bridewell:	(021) 494 3330
Blackrock:	(021) 453 6690
Glanmire:	(021) 455 6370
Watercourse Road:	(021) 455 8260
Mayfield:	(021) 455 8510
Gurrabraher	(021) 494 6200
Blarney:	(021) 451 6290
Ballincollig:	(021) 421 4680
Togher:	(021) 494 7120

Carrigaline:	(021) 491 9370
Bishopstown:	(021) 462 4500
Douglas:	(021) 485 7670
Macroom:	(026) 20590
Bandon:	(023) 885 2200
Kinsale:	(021) 477 2302
Bantry	(027) 20860
Clonakilty:	(023) 882 1570
Dunmanway:	(023) 882 1570
Skibbereen:	(028) 23088
Fermoy:	(025) 82100
Mitchelstown:	(025) 84833
Watergrasshill:	(021) 488 9102
Kanturk:	(029) 20680
Charleville	(063) 21770
Mallow:	(063) 21770
Midleton:	(021) 462 1550
Youghal:	(024) 92200
Cobh:	(021) 490 8530

Full contact details are available at: <https://www.garda.ie/garda/en/crime-prevention/community-engagement/community-engagement-offices/garda-national-diversity-unit/garda-diversity-officers-november-2023.pdf>

Kerry

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Provide training to Garda Diversity Officers. Liaise between members of the public, relevant Garda, or other service provider.

For further information, please visit: <https://www.garda.ie/garda/en/crime-prevention/community-engagement/community-engagement-offices/garda-national-diversity-unit/garda-national-diversity-unit.html>

Garda Diversity Officers are available throughout Kerry operating from the following Garda Stations:

Tralee:	(066) 710 2300
Killarney:	(064) 667 1160
Listowel:	(068) 50820

Full contact details are available at: <https://www.garda.ie/garda/en/crime-prevention/community-engagement/community-engagement-offices/garda-national-diversity-unit/garda-diversity-officers-november-2023.pdf>

Tralee International Resource Centre (TIRC)

13-14 St Patricks Bungalows, Boherbee, Tralee, Co. Kerry
info@tirc.ie
(066) 7127918 / (087) 9822983
www.tirc.ie

Killarney Asylum Seekers Initiative (KASI)

Unit 6, Old Credit Union Building, Beech Road/91 New Street, Killarney, Co. Kerry, V93 R96C
info@kasi2000.com
(064) 662 0705
www.kasi.ie

Your Local Family Resource Centre

There are 14 Family Resource Centres (FRC) in Kerry, to find your local FRC please see: www.kerrychildrensservices.com/service/family-resource-centres/

Kerry Local Authority Integration Team

integration@kerrycoco.ie
(087) 032 3467 / (066) 718 3516
www.kerrytogether.ie

South Kerry Development Partnership CLG

West Main Street, Cahersiveen, Co. Kerry
info@skdp.net
(066) 9472724/ (066) 9761615
www.southkerry.ie

North East West Kerry Development Partnership CLG

Áras an Phobail, Dean's Lane, V92 CRW8
info@newkd.ie
(066)-1780190
www.newkd.ie

Kerry Children & Young People's Services Committee

HSE Community Services Building, Rathass,
Tralee, Co. Kerry, V92 YA25
claire.otoole@tusla.ie
(086) 787 1477
www.kerrychildrensservices.com
www.cypsc.ie

National

Irish Refugee Council

37 Killarney St, Mountjoy, Dublin 1, D01 NX74
info@irishrefugeecouncil.ie
(01) 764 5854
www.irishrefugeecouncil.ie

Immigrant Council of Ireland

7 Red Cow Ln, Dublin, D07 XN29
stopracism@immigrantcouncil.ie
(01) 674 0200
www.immigrantcouncil.ie

Irish Network Against Racism (INAR)

info@inar.ie
(01) 889 7110
www.iReport.ie

Irish Human Rights and Equality Commission

16-22 Green Street, Dublin 7, D07 CR20
Main phoneline for general queries:
+ 353 (0) 1 8589601

Your Rights Information Service phoneline
for rights queries: + 353 (0) 1 8583000
For general queries: info@ihrec.ie
For rights queries: YourRights@ihrec.ie
www.ihrec.ie

Hope and Courage Collective

theteam@hopeandcourage.ie
www.hopeandcourage.ie

Pavee Point, Traveller and Roma Centre

46 Charles Street Great, Dublin D01 XC63
info@pavee.ie
(01) 878 0255
www.paveepoint.ie

Doras

2 The Crescent, Prior's-Land, Limerick,
V94 P281
info@doras.org
(061) 310328 / (083) 080 2378
www.doras.org

Resources

"Hints on Courageous conversations on
racism": *Responding to Microaggressions
and Unconscious Bias — National Equity
Project*

Strategy for Organisations: Responding to Far-Right Activities

Nano Nagle has drafted this valuable
resource and are happy to share with you
on request. cmc@nanonagleplace.ie We
extend our gratitude to Nano Nagle for
sharing this valuable resource with us.

Hate Crime Information & How to Report it – Cork City Council

[Hate Crime - Cork City Council](#)
[Report Racism | KerryTogether](#)



www.cypsc.ie

Email:
cypsc@tusla.ie

Tel:
+353 (0) 1 771 8500

Address:

The Brunel Building,
Heuston South Quarter,
Saint John's Road West,
Dublin 8.
D08 X01F



Comhairle Cathrach Chorcaí
Cork City Council



Comhairle Contae Chiarraí
Kerry County Council



Comhairle Contae Chorcaí
Cork County Council

