

## ANTI-RACISM PRINCIPLES FOR IRISH HIGHER EDUCATION INSTITUTIONS

Finally, by signing up to the HEA Anti-Racism Principles for Irish Higher Education Institutions,

**Institution**

Dundalk Institute of Technology

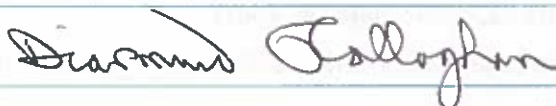
commits to the following:

1. We will embed a commitment to race equality as part of our institutional culture and strategic priorities.
2. We will highlight the structural, institutional, and historical dimensions of racism which have informed past and current practice in HEIs and the societies in which they are situated.
3. We will educate our staff and students in relation to the structural, institutional, and historical dimensions of racism, as well as the more commonly recognised individual racism seen in acts of discrimination and abuse.
4. We will encourage an open dialogue on advancing Race Equality.
5. We will adopt an intersectional and intercultural approach when developing anti-racism actions and policies.
6. We will address questions of race equality within the strategic plans of our institutions.
7. We will record student and staff data disaggregated by ethnicity to inform our anti-racism policies and actions, and to monitor retention and career outcomes for students and staff from minority ethnic groups including Travellers.
8. We will put in place measures to enable a fair and transparent recruitment process for all staff, regardless of ethnicity.
9. We will address race equality issues in relation to progression and retention of students and staff from minority ethnic groups including Travellers.

**Name of Head of Institution:**

Dr Diarmuid O'Callaghan

**Signature of Head of Institution:**



**Institutional stamp:**



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endorses the National Statement on Race Equality in Irish Higher Education, that, as a higher education sector:

- we acknowledge that race inequality exists in Irish higher education institutions;
- we reject racial discrimination in all its forms;
- we take responsibility, accountability and ownership of race equality issues in Irish higher education;
- we acknowledge that the progressive achievement of equality for staff from minority ethnic groups including Travellers can only be realised through action;
- we acknowledge the need for greater ethnic diversity among students and staff to ensure that HEIs are more representative of the ethnic diversity in Irish society; and
- we acknowledge that higher education institutions have a significant role to play in promoting anti-racist policies and actions across broader Irish society.

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endorses the six Principles of Anti-Racism for Irish Higher Education Institutions, as follows:

1. Race inequality is an issue in Irish higher education. Racism, although context specific, is a problem in Ireland and racial inequalities are present on a daily basis in our higher education institutions.
2. Higher education institutions which allow race inequality to exist cannot perform to their full potential.
3. Anti-racism policies and initiatives must focus on long-term culture change and on fixing the system, not fixing the individual.
4. Racism is not always overt and can manifest itself in everyday interactions, processes, behaviours, etc. (e.g. microaggressions).
5. Race inequalities are experienced differently by people from similar and different ethnic backgrounds.
6. The complex nature of the intersection of race inequality with other characteristics protected under Irish equality legislation must be taken into account when developing anti-racism actions and policies.