



European Network Against Racism  
The voice of the anti-racist movement in Europe

## ENAR MEMBER PROJECTS 2019 - FINAL REPORT

### 1. PROJECT INFORMATION

Project name:  The Nkyinkyim Project

Documenting Afriphobia, Structural and Institutional Racism

Organisation: The Partnership (Africa Centre Ireland & IDPAD Coalition UK)

Project period: February 2019 – December 2019

### 2. SUMMARY OF IMPLEMENTED ACTIVITIES

Please report on what was done during the project: did you complete the activities and outputs you undertook to do in order to achieve your objectives? Is there an extra (unforeseen) activity or output that you did?

1. *Please provide a summarized account of the activities and outputs that were realized during the reporting period. Provide links to on-line information and resources pertaining to these.*

In Ireland, 3 powerful interventions took place

- **Hate Crimes Legislation Petition:**

Following various meetings with the African communities and diaspora leaders, the Africa Solidarity Centre Ireland launched a campaign calling on all Migrants, Africans, People of African Descent living in Ireland who have been affected, and victims of Afriphobia, or have experienced various types of Hate Crimes (Racial verbal abuse, assaults, discrimination or harassment in the workplaces, defilement of properties and vehicles: "excrements, rubbish, breakages, theft & fire ...) to sign this petition to call on Charles Flanagan TD, Minister for Justice and Equality & The Department of Justice in the Irish government to implement the Hate Crime Legislation for the following reasons:

- a) To take note of the significant numbers of migrants affected by race hate crimes in Ireland.
- b) To recognise that the Hate Crime Law is critical and must be implemented in Ireland.
- c) To accept the responsibility to protect equally, migrants from direct and Institutional racism, discrimination and Hate by established authority like the law enforcement and media.
- d) Recognise the urgent need of Hate Crime Laws to protect victims, and ensure migrants received justice.

Link to the petition: <https://my.uplift.ie/petitions/call-on-the-minister-the-department-of-justice-for-hate-crime-legislation-in-ireland>



*Images of the petition campaign & participants during the launch*

- **No to Brain Waste Campaign:**

This campaign project was born from joint effort of migrant people and the Africa Centre Ireland seeking awareness on unemployment gaps in Ireland and call for an equal access to the labour market without discrimination or prejudice which Africans are the most affected with a rate of 43% unemployed in Ireland. The main goals and objective is to reduce the level of unemployment rate of people of Black African descent in Ireland goes from 43%-63% (2016 Census) to 20% by 2021 Census. Therefore, this campaign is to stop the underemployment of skilled & qualified, professionals, people network and workers of migrants and in particular of people of African descent.

This Campaign with the motto **"TOGETHER WE CAN JOIN OUR CAMPAIGN"** called and targetted most employment agencies, recruiters, companies, and institutions to increase their hiring of migrants and in particular Africans and People of African Descents by adding one more on every branches and departments to tackle the issue.

Article link of partners talking about the campaign and their experiences of finding employment in Ireland: <https://www.dublininquirer.com/2019/08/14/migrant-and-minority-job-seekers-organise-to-fight-for-jobs-they-re-qualified-for?fbclid=IwAR14DNSOMdJMESiHdIXRwGculxIn1y7Zky4pDoxXRkrvCfEfvjxpuDW4Xyw>



*images of Participants & Identification of Allies at the #NoToBrainWaste Campaign*

- **Racism is Real in Ireland:**

This programme was carried out on frank discussion to enhance focus and our desire to capture the good, the bad and the funny experiences of each African participant on this programme that highlight the Afriphobia. This was a series of six podcast topics including (Racism and Integration of African migrants, Education, Employment, Diversity and social inclusion, Hate Crime & Violence, and Multiculturalism) different podcasts which was organised to encourage members of the African community in Ireland to share their personal stories using conversational interview techniques to capture the heart of the participants and share various events that happened in real life during their life time in Ireland to expose the incidents but also propose alternative solutions.

Link of the first podcast: <http://nearcast.ie/racism-in-ireland-is-real-integration-of-african-migrants-in-ireland/> others podcast links will be available as soon as they have been edited by the radio station. We do know Ireland is a great country with amazing potential but unfortunately hate speech and hate crimes are on the increase. The visible migrants (in particular the Africans) are targeted, ridiculed subjected to institutional racism plus violent attacks daily. Therefore, these podcasts, saw different African migrants from different backgrounds shared their journeys and positive recommendations to sustain this diverse society.

In the UK, Roundtable Meetings were held in Middlesbrough, Bristol, Northampton, Brighton & London. Participants discussed their experience of Afriphobia, Structural and Institutional Racism. Sessions were evaluated and evaluations were analysed. Contributions from the Roundtable Meetings fed into the definition of Afriphobia.

The definition was put out to consultation and refined with input from the wider network. In April, it was discussed at the TUC Black Workers Conference and at IDPAD Coalition UK's Networking and Community Engagement Meeting. In May, on Africa Liberation Day, a Street Stall gave the opportunity to talk to the public about the definition. 21 Organisations and 79 individuals had endorsed the definition by 5<sup>th</sup> December 2019. Link to event: <https://www.eventbrite.co.uk/e/launch-nkyinkyim-report-afriphobia-structural-institutional-racism-tickets-83733618507>



Launch of Report 5<sup>th</sup> December 2019 ↑

An example of Leaflet used for Publicity →



info@africacentre.ie  
www.africacentre.ie



idpadcoalitionuk@gmail.com  
www.idpadcoalitionuk.com



**FRINGE MEETING**

**#Call it by its name: Afriphobia**

**When: 23<sup>rd</sup> September 2019**

**11:30 - 13:00**

**Where: The Brighton Hotel**

**143, Kings Road**

**Brighton, BN1 2PQ**

RSVP: 07930 326 967 (WhatsApp or Text Only)



The NKYINKYIM Project: Documenting Afriphobia, Institutional and Structural Racism

Funded by



### 3. SUMMARY OF ACHIEVED OUTCOMES AND IMPACT

Please reflect on the project outcomes and impact. Explain if the objectives were achieved and why.

- **Capturing evidence of Structural/ Institutional Racism faced by African migrants** – evidence captured during various meetings because the atmosphere created was conducive to this and many victims had nowhere to take their stories of Afriphobic attacks and harassment.
- **Building Capacity of members of IDPAD Coalition UK and the Coalition itself** - funding was inadequate to properly build capacity of participating members. However, participation by members hosting the Roundtable Meetings helped them gain experience of holding an event, recruiting participants and networking
- **Developing a strong working relationship between 2 ENAR members** – this project has been a catalyst for Africa Centre Ireland and IDPAD Coalition UK to work together. Successful delivery of this project has encouraged both organisations to pursue a future working relationship. For example, demand from Delegates at the Launch that we mainstream **Afriphobia** and raise awareness of the issues has led to discussion around using the Arts to engage with a wide range of people. The UK experience of Rock Against Racism which began in the late 1970s to deal with racism in the music industry, the rise of the Far Right National Front and Enoch powell’s “Rivers of Blood “ speech has led to discussions about a high profile, outdoor concert in July or August, a blend of music and politics to highlight **Afriphobia** and strategies for dealing with it.
- **Sharing Best Practice** –the two organisations now have a working relationship and sharing best practice is a work in progress:
  - **Targeting recruitment companies** to promote inclusion and diversity and corporate companies to add a person of migrant descent and in particular African descent to their management & HR team in all sectors. This recommendation is an area in which the two organisations can share best practice.
  - **Campaign to avoid Brain Waste**  
Collaborate across borders to address issue highlighted by Africa Centre’s work in Ireland – highly qualified Africans are under-employed or unemployed. Need to advocate for the state and corporations to stop colluding with the discrimination at the heart of the systematic brain waste. Establishing equivalences to tackle issue of recognising International Certificates from outside the EU and addressing the blatant discrimination which leads to Africans being unemployed even though highly qualified or underpaid if they manage to gain employment.

**We are AFRICAN!** All ethnically 'black' people of African heritage are AFRICAN: *No matter how long a log stays in the water, it doesn't become a crocodile.* African Proverb

**AFRIPHILIA** : a love of things African

**AFRIPHOBIA** is prejudice, discrimination, fear, hatred, or bigotry towards people of African Heritage and things African.

**NKYINKYIM** Twisting

Symbol of Initiative, Dynamism and Versatility. The Adinkra Symbol of Nkyinkyim depicts the twists and turns in the journey of one's life.

The idea behind this design is based on the proverb "Dbrakwanyenkyinkyimii," meaning "Life's journey is twisted."

**THE UN INTERNATIONAL DECADE FOR PEOPLE OF AFRICAN DESCENT**

In proclaiming this Decade, 2015 - 2024, through UN Resolution 69/16, the international community is recognising that people of African descent represent a distinct group whose human rights must be promoted and protected.

The three pillars of the Decade are



**Recognition**



**Justice**



**Development**

Resolution 69/16 of 18<sup>th</sup> November 2014 is preceded by 11 resolutions 68/237 of 23<sup>rd</sup> December 2013, 64/169 of 18<sup>th</sup> December 2009, 66/144 of 19<sup>th</sup> December 2011, 52/111 of 12<sup>th</sup> December 1997, 56/266 of 27<sup>th</sup> March 2002, 57/195 of 18<sup>th</sup> December 2002, 58/160 of 22<sup>nd</sup> December 2003, 59/177 of 20<sup>th</sup> December 2004, 60/144 of 16<sup>th</sup> December 2005, 62/122 of 17<sup>th</sup> December 2007. 62/122 designated 25<sup>th</sup> March the International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade

- **Producing a Report with Recommendations for change** –The Partnership produced a Joint Report and launched it on 5<sup>th</sup> December 2019 at the Universal Peace Federation because the original venue, the House of Lords, was no longer available as a result of the UK General Elections.

### 3. LESSONS LEARNED

This section is intended to cover lessons you learned for you as an organization.

1. *Explain the main project challenges, and how you responded to them.*  
Main challenge was the inadequate budget for the programme to be delivered. We delivered the project by leveraging extra resources through our members. We were able to tap into the good will of a variety of people who spontaneously and voluntarily contributed to the success of this project.
2. *Describe the principal lessons learned.*
  - At end of Roundtable Meetings, Participants did not want to leave, highlighting the fact there is a need to create space for conversations around the pernicious effect of Afriphobia so that viable strategies to combat it can be developed. Dealing with the Mental Health Impact of Afriphobia should be a priority.
  - We were only able to organise 1 Fringe Meeting instead of fringe meetings at each Party Conference and Union Conference. Missed opportunity to promote the work.
  - Strong demand that we lobby for **Afriphobia** to replace afrophobia. Language and identity are closely linked.
  - Strong push for a solidarity movement on **Afriphobia** and worldwide awareness raising and use of **Afriphobia** in Academia, Public Service, Politics and Civil Society.
  - Recognition, Justice, Development, pillars of the UN International Decade offered a useful framework for delivering the project.
  - Identity remains a critical factor in Community Work.
  - Ensuring the project is replicated in many other areas and jurisdictions. It is important to reach the wider public, schools and other education establishments. Need to lobby so the word **Afriphobia** and discussion of what it represents enters the curriculum.

### 4. FUTURE PLANS

Please mention if you have any plans as follow-up to this project.

1. Campaign for People of African Heritage to be called African, a recognition of African Identity
2. Advocate for more financial support to maintain and extend campaigning for **Afriphobia** to be widely recognised.
3. Organise a high profile, Outdoor Cultural and Political Event highlighting **Afriphobia** in July or August, a blend of music and politics to highlight **Afriphobia** and strategies for dealing with it.
4. Promoting the Definition of **Afriphobia** as a tool to access Justice
5. Joint work to tackle Structural and Institutional Racism, in particular replicate Brain Waste Workshops held in Ireland in the UK and run “Racism is real in the UK” building on Africa Centre’s “Racism is real in Ireland”
6. **#Call it by its Name Afriphobia** Poster Campaign in retail outlet in areas with high African population so victims are able to use the language to articulate what is happening to them
7. Advocate use of Sustainable Development Goals (SDGs) in Policy Development especially SDG 10 which refers to inequality
8. Campaign for Authorities to take appropriate steps to tackle and clamp down on Far Right Nationalism and other expressions of Fascist Ideology and campaign for Irish and British Governments to take adequate steps to suppress public financing of organisations which promote racism
9. Campaign for the Irish Government to amend the Prohibition of Incitement to Hatred Act 1989 in line with recommendations of the Council of Europe Commission against Racism and Intolerance (ECRI)

10. Organise Fringe Meetings at each Party Conference and Union Conference so as to reach Decision-Makers & Opinion Shapers.



← African Diaspora Leaders at the 1st Meeting of No to Brain Waste Campaign



↑ Lassane Ouedraogo, Chairperson of Africa Centre Ireland at "Racism is real in Ireland"

↑  
Delegates at TUC Black Workers' Conference 2019  
→  
↓



↑ Networking and Community Engagement Meeting , London , April 2019  
← Public engaging with Street Stall on Africa Liberation Day, London, May 2019  
↙





← Street Stall Team on Africa Liberation Day – May 2019  
↓



↑ Participants at Bristol Roundtable @ University of the West of England, July 2019  
Some of Participants @Fringe Meeting, Brighton, September 2019  
↓



↑ Participants at Middlesbrough near Teesside University Campus, May 2019



↑ Participants at University of Northampton July 2019  
Participants @ Kings College London, November 2019 →

