April 2024

Submission for the 2024 report of the United Nations Secretary-General on the implementation of the programme of activities of the International Decade for People of African Descent

Steering Committee of People of African Descent Community on the UN Decade for People of African Descent in Ireland

1. Introduction

The Steering Committee of the United Nations International Decade for People of African Descent Ireland (IDPADI) is honoured to submit this report in response to the call for information from the Office of the United Nations High Commissioner for Human Rights (OHCHR) regarding the implementation of the programme of activities for the International Decade for People of African Descent (IDPADI). This committee was formed in March 2018, following the Irish Government announcement and commencement of the process of implementing the UN Decade for People of African Descent 2015-2024, early in 2019. As a not-for-profit organization dedicated to advancing the rights and well-being of individuals of African descent, the IDPADI has been steadfast in its commitment to executing the mandates set forth by the United Nations decade.

The United Nation International Decade for People of African Descent (UNIDPAD), spanning from 2015 to 2024, serves as a vital platform for addressing the historical and contemporary challenges faced by individuals of African descent worldwide. Recognizing the imperative to combat racism, discrimination, and inequality, the decade underscores the need for concerted efforts at both national and international levels to promote and protect the human rights of people of African descent.

Through the generous support of grants and partnerships, the IDPADI has diligently worked towards the realization of the objectives outlined within the UNIDPAD framework. Our initiatives encompass a diverse range of activities, including advocacy, education, cultural preservation, and community empowerment. By engaging with stakeholders at various levels, including governmental bodies, civil society organizations, and grassroots communities, we endeavour to foster meaningful change and promote inclusive societies where the rights and dignity of all individuals are upheld.

In this submission, the IDPADI seeks to provide an overview of concrete and practical steps taken at national level in implementing the UN Decade in Ireland. Adopting the decade's thematic approach of recognition, justice and development, we explore the national and international legal frameworks, policies and programmes to combat racism, racial discrimination, xenophobia and related intolerance faced by people of African descent. We offer insights gleaned from our experiences on the ground, highlighting both successes and areas requiring further attention and support. Additionally, we stand ready to collaborate with the OHCHR and other relevant stakeholders in advancing the objectives of the International Decade and contributing towards the creation of a more just and equitable world for people of African descent.

We extend our sincere gratitude to the OHCHR for providing this opportunity to contribute to the collective efforts aimed at advancing the rights and well-being of people of African descent. Together, let us continue to strive towards a future where every individual, regardless of their racial or ethnic background, can live with dignity, equality, and respect.

2. Recognition

2.1.   UN Decade of People of African Descent

The Irish government is a very late comer to the implementation of the UN Decade of people of African descent 2015-24. It has only begun with consultation of people of African descent in March 2019. In 2019, it constituted the IDPADI Steering committee, which constitutes of representatives of stakeholder organisations within the community of people of African descent, to implement the UN Decade. However, the Covid 19 pandemic and the resulting shut down significantly hampered the progression decade objectives. Nonetheless, in October 2021, the Department of Children, Equality, Disability, Integration and Youth granted the IDPADI Steering Committee a sum of euro sixty five thousand (€65,000) for the implementation of the International Decade for

People of African Descent in Ireland. This funding was renewed for the period of 2022 to 2023.

On the 25 May 2023, the government launched the international decade for people of African Descent Ireland wherein awareness was raised about the decade and support for its mission and objectives was publicly affirmed by the state and stakeholders present. It also made the sum of €169,740 available in grants (€5000 max. per award) to organisations to recognise and celebrate the UN Decade for people African Descent.[1] These efforts have all together led to significant awareness raising. Organisations such as the **Association of Mixed Race Irish** have capitalised on this funding to conduct research on the origin and history of their African Parents in Ireland and uncovered prejudices and racist policies present in Irish history. This group of Irish people of African descent have had long struggle for their rights to be realized by the Irish state. They raised the issues with government and also the United Nations. The IDPADI recognize and fully support their struggle and call upon the Irish state to realize all the rights for affected persons in the Association of Mixed Race Irish, including reparation.

Meanwhile, consistent with the United Nations language in naming Africans and people of African origin, national steering Committee propose the use of '' people of African descent or African descent people person as ethnic identity name to be used for Africans and people of African descent. We advise that this to be used in official categorization (including the Census form) for maintaining the equality of people of African descent with all others in the state that are known by names of continent and countries where they ancestors originated. We cognisant of the use of term black, this can remain to be used by people as they wish for names of organizations, disciplines of study such as black studies.

Recommendation

The Steering Committee recommends the establishment of a **People of African Descent Public Policy Forum** to ensure periodic discussion and progression of the objects of the decade, post 2024. It has made a submission to the government in respect of this and looks forward to its implementation. It is also important that the steering committee continues its operations with the funding support of the state to

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[1] https://www.gov.ie/en/press-release/94463-minister-joe-obrien-announces-35-projects-to-be-funded-under-the-international-decade-for-people-of-african-descent-funding-call/#:~:text=Through%20this%20Fund%2C%20a%20total,of%20people%20of%20African%20descent.

ensure the access to and protection of rights to equality, justice and development of people of African descent remain paramount in Ireland.

2.2.   Nomenclature for Identification / Recognition

It is crucial to address the historical context surrounding the use of the term "black" to refer to individuals of African descent. Historically, the term "black" has been embedded in a broader narrative of racial inequality, colonialism, and white supremacy theory. Stemming from a legacy of discrimination and oppression, it has been employed to categorize and often marginalize people of African heritage. While "black" has been widely used for identification purposes, its associations with racial hierarchy and subjugation underscore the need for a critical examination of its usage. In light of contemporary discussions on racial terminology and inclusivity, the Steering Committee has undertaken a thoughtful examination of terminology to ensure that it accurately reflects and respects the diverse experiences and identities within the African descent community.

Recommendation

In line with the United Nations terminology regarding individuals of African origin, the national steering committee suggests the adoption of the term "people of African descent" or "African descent people" as the preferred ethnic identity descriptor for individuals of African heritage. We recommend the official utilization of this term in categorizing individuals, including on official documents such as the Census form, to ensure the equitable treatment of people of African descent alongside others within the nation who are identified by their ancestral continents and countries. While recognizing the usage of the term "black," we acknowledge that individuals may continue to use it according to their preferences, particularly in the naming of organizations and academic fields such as black studies.

2.3.   Information Gathering

In May 2023, the state launched its consultation report based on the data gathered from the aforementioned townhall discussion with people of African descent in 2019.[2] This is the only official government statistic or collated data report on people of African descent in Ireland. Separately, funded by the government Department of Children, Equality, Disability, Integration and Youth, the steering committee of the IDPADI has engaged in data gathering efforts on the experiences of people of African descent in Ireland. The Steering committee of the IDPADI has the following seven thematic subcommittees:

I.   Justice and Legal subcommittee chaired
II.   Employment and business subcommittee
III. Education Subcommittee chaired
IV. Health, welfare and wellbeing subcommittee
V.   Civic, Social, Political and Media Representation Subcommittee
VI. Children, Youth and Parents Subcommittee
VII. African Heritage, Art and Culture Subcommittee [3]

Each subcommittee conducts research to gather data and information on the experiences and challenges of people of African Descent in Ireland. Applying funding received, the IDPADI has organised several events nationwide, communing people of African descent to recognise barriers, challenges and opportunities present for the development of people of African descent generally and also in keeping with the relevant themes. The findings from these meetings are being documented in reports. Our goal is to publish seven thematic reports as an outcome of the project. The data gathered therein, will be a key tool of advocacy for recognition, justice and development of people of African descent in Ireland. Recommendations in this report, will outline concrete and practical steps with which the state can address issues of racism and xenophobia and discrimination faced by people of African descent in Ireland.

2.4.   Participation and Inclusion

There is a substantial number of People of African descent in Ireland now. This needs to be reflected in the public sphere in Ireland and particularly in decision making bodies across the board. However, what is observable is there is lack of representation of Africans in decision making in all public spheres. Meanwhile the state launched a public consultation, to which the steering committee of the IDPADI submitted a written

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[2] International Decade for People of African Descent Consultation Report 2023, See https://www.gov.ie/en/publication/2cfed-international-decade-for-people-of-african-descent-consultation-report/
[3] See IDPADI website: https://idpadireland.ie/ourwork.html

report, on its new migrant integration strategy. This strategy aims to address integration encompasses participation in the economic, social, cultural and political life of the state.

Meanwhile, the general election in Ireland as well as the Members of European Parliament elections are taking place in June 2024. While there has been efforts to increase the political participation of migrants including persons of African descent in Ireland, these efforts have been championed by the civil society sector, with miscellaneous funding sources as opposed to state led inclusion policies or campaigns. It is important to note that the Immigrant Council of Ireland have run a training on Migrant Political Participation. The IDPADI in December 2023, secured funding to carry out the "Including the People Project" which aims at delivering trainings on civic and political participation particularly to persons of African Descent in Ireland. One of the projected outcomes is a significant increase in voter registration within the community of persons of African descent in Ireland.

Recommendations

i.   Increase the number of African women and men involved in decision making at local, regional and national level (Schools, community groups, NGOs, Government etc.)

ii. Conduct a mapping of Africans' involvement in different levels of decision making at local, regional and national level and in all public spheres.

iii. Encourage engagement including in the suggested quota system in politics and other decision making bodies.

3. Development
3.1.   International Protection System

In Ireland, individuals of African descent constitute one of the largest demographic groups disproportionately affected by the direct provision system. This system, designed to accommodate asylum seekers while their cases are being processed, often subjects individuals to prolonged stays lasting anywhere from one to five years or even longer.[4] Research findings consistently highlight the detrimental effects of this extended

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[4] Smith, J. (2020). The Experiences of Asylum Seekers in Direct Provision: A Literature Review. Irish Refugee Council.

period of uncertainty and institutional living on the well-being of African men, women, and children navigating the asylum process.[5]

Specifically, African women, men, and children who have fled violence and conflict in their home countries face heightened vulnerabilities within the direct provision system. Studies conducted by organizations such as AkiDwA shed light on the unique challenges faced by women, including instances of gender-specific harm such as female genital mutilation (FGM). AkiDwA reports that as many as 5975 women in Ireland have undergone FGM, while others have endured experiences of rape and other forms of persecution prior to seeking refuge in Ireland.[6]

However, the complex and traumatic experiences of African asylum seekers, particularly those involving gender-specific harm, are often overlooked or inadequately addressed within the asylum process. Many individuals find themselves unable to articulate their experiences due to the profound trauma and fear associated with their past ordeals.[7] This lack of recognition and support further exacerbates the already precarious situation faced by African asylum seekers in Ireland, hindering their ability to access essential services and obtain the protection they urgently need.

Overall, the experiences of African individuals within the Irish direct provision system underscore the critical need for more comprehensive and trauma-informed approaches to asylum processing and support services. Addressing the specific needs of African asylum seekers, including those related to gender-specific harm, requires a concerted effort to ensure that their voices are heard, their experiences are validated, and their rights are fully respected throughout the asylum process and beyond.

Recommendations

The Steering committee strongly urge the state to

I.   Ensure that undocumented Africans receive their residence visas prior to the conclusion of the decade, aiming to transition all individuals out of Direct Provision accommodation by the year 2024.

II.   Expedite the asylum process timeline, particularly for African women who are victims of gender-based violence (GBV) and gender-specific harm, ensuring that residency status is granted within one year of the initial application submission.

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[5] Jones, S., et al. (2019). Understanding the Mental Health Needs and Service Use of African Asylum Seekers and Refugees in Ireland. Journal of Ethnic and Migration Studies, 45(7), 1109-1126.
[6] AkiDwA. (2021). Factsheet: Female Genital Mutilation in Ireland.
[7] UNHCR. (2018). Beyond Survival: FGM Amongst Refugees in Ireland.

III.   Provide comprehensive training to staff responsible for conducting refugee application interviews, specifically focusing on the cultural contexts and unique challenges faced by African women, including issues related to GBV, cultural sensitivities, and gender-specific harms such as rape and Female Genital Mutilation (FGM). Additionally, implement upskilling and training programs for healthcare professionals and frontline services, including access to specialized training offered by organizations like AkiDwA on cultural competency and addressing GBV.

IV.   Undertake psycho-social assessments and establish peer-led support programs tailored specifically for African women, recognizing the importance of providing holistic support to address their mental health and well-being needs.

V.   Acknowledge and address the impact of the Direct Provision system on children, considering the recent statement by the Children's Ombudsman highlighting that these centres are not conducive to meeting the needs of children and should not serve as a long-term solution. Implement measures to safeguard the well-being and rights of children within the asylum system, prioritizing their access to appropriate care, education, and support services.

3.2.   Education

3.2.1. **Children in pre and primary schools**

The alignment of values between people of African Descent and Irish society underscores the commitment to ensuring the utmost protection and fostering a nurturing environment for every child. As witnesses to the concerted efforts of the Irish government and society in upholding societal values and adhering to national and international provisions, we recognize the imperative of ensuring secure and joyful childhoods for all children in Ireland.[8] To enhance the well-being of African Descent children and cultivate a future generation that thrives within Ireland as their home, attention must be directed towards several key areas by the Irish government.

Recommendations

I.   Within the educational sector, where the government holds significant influence and responsibility for the welfare of all children, inclusive practices must be prioritized. It is essential for teachers and staff members in schools to treat all children, including those of African Descent and other new

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[8] O'Reilly, M. (2021). Children's Rights in Ireland: From Rhetoric to Reality. Irish Journal of Family Law, 24(1), 33-48.
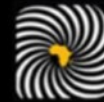
communities, with equality and respect. Given the visible differences between African children and their Irish peers, there exists a risk of discrimination and mistreatment, including instances of bullying. Schools must be transformed into safe and inclusive environments for all children, with the government ensuring the adoption of zero-discrimination and zero-bullying policies, particularly targeting children of African Descent and other marginalized communities.[9]

II.   Addressing the perpetuation of historical stereotypes and representations of Africa and Africans is paramount. Awareness within the African Descent community in Ireland is growing, with efforts underway to combat such stereotypes. It is imperative that these negative perceptions are not extended to African Descent children within schools. Schools should serve as spaces for challenging and correcting such stereotypes, as they endeavour to foster equality and freedom among future Irish citizens. The government and educational institutions should collaborate with the African Descent community to rectify historical and racist perceptions of Africa and Africans, in accordance with the United Nations Declaration of the Decade for People of African Descent. Emphasizing Martin Luther King Jr.'s principle, children should be judged by the content of their character rather than by their skin colour or stereotypical representations of their heritage.[10]

III.   Teachers, through their actions and instructional materials, can perpetuate deficit representations of Africa and Africans due to ignorance or cultural insensitivity. With the increasing multiculturalism of Irish schools, cultural awareness seminars for teachers are essential for fostering an inclusive learning environment. Additionally, educational materials must undergo thorough scrutiny to ensure they are culturally sensitive and do not reinforce stereotypes or derogatory portrayals, especially regarding minority cultures such as African Descent. The government should institute policies mandating the inclusion of positive and balanced imagery of Africa and Africans in new textbooks, promoting a more accurate and respectful representation of diverse cultures within the educational curriculum.[11]

[9] Dooley, S. (2020). Promoting Diversity and Inclusion in Irish Schools. Irish Educational Studies, 39(3), 367-382.

[10] McCarthy, T. (2019). Addressing Racism in Irish Schools: Policy and Practice Perspectives. Intercultural Education, 30(1), 1-16.

[11] O'Sullivan, C. (2018). Cultural Competence in Teaching: A Guide for Irish Educators. Dublin: National Council for Curriculum and Assessment.

3.2.2. Young individuals in secondary schools and tertiary education institution

As Ireland continues to evolve into a diverse and multicultural society, it is imperative for the government to address the unique needs and challenges faced by individuals of African descent, particularly within the realms of education, youth development, and cultural empowerment. Recognizing the importance of fostering inclusivity and promoting the well-being of all members of society, the government must take proactive steps to support initiatives that empower young people of African descent, celebrate their cultural heritage, and provide pathways for their integration and success. In light of this, the following recommendations outline key areas where government action can contribute to creating a more equitable and supportive environment for individuals of African descent in Ireland.

Recommendations

I. The government should support initiatives led by the African community aimed at addressing identity crisis issues among young people of African descent. These individuals often grapple with navigating dual cultural identities, which can lead to challenges related to identity formation. It is essential for the government to endorse programs that tackle this issue in conjunction with addressing other youth-related concerns such as mental health.[12]

II. African youth possess talent in sports and athletics, among other areas. The Irish government should implement measures to promote and embrace these talents across all societal levels, ensuring the inclusion of talented young people of African descent in sports, as seen in other countries with exemplary practices.[13]

III. Secondary schools must maintain welcoming and inclusive environments for all young people. Stereotypical perspectives and representations of African people and Africa should be prohibited in educational settings. Teachers play a crucial role in educating students about dignified perspectives of Africa and its people. If assistance is needed, practitioners and experts from the African community can provide support, with facilitation from the government.[14]

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[12] Keane, E. et al. (2017). Youth Mental Health in Ireland: A Systematic Review of the Literature. Irish Journal of Psychological Medicine, 34(4), 163-177.
[13] Mangan, J. (2019). Sport and Irish Society: Historical Perspectives. Routledge.
[14] Lynch, K. & Lodge, A. (2020). Equity and Education in Ireland: An Overview of Themes and Issues. Routledge.
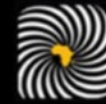
IV. The government should take affirmative action to showcase, celebrate, and educate about dignified African history and culture in secondary schools and tertiary institutions, particularly during the UN Decade for People of African Descent and beyond. Initiatives such as the African Art Project in secondary schools and the African Students' Association of Ireland (AFSAI) at the tertiary level can facilitate these efforts. Additionally, the African Scholars Association of Ireland (AFSAI) and the African-Caribbean Centre can contribute by organizing lectures and events on various Africa-related topics.[15]

V. Consider establishing a scholarship scheme for students of African descent, both to commemorate the Decade of People of African Descent and to continue supporting African descent students in their educational pursuits beyond the designated period.[16]

VI. Affirmative action should be taken in employment to support graduates of African descent, similar to initiatives in place for other minority groups in Ireland.[17]

VII. Prioritize supporting the integration of African youth into Irish society and create environments that facilitate their personal and professional development.[18]

VIII. The Irish government should facilitate the establishment, construction, and equipping of an African Cultural Centre. This centre would serve as a focal point for African studies and activities in Ireland, promoting cultural understanding and empowerment among African men and women. Despite the relatively recent influx of some African groups to Ireland, the presence of longstanding African communities underscores the necessity for such an institution. While individual efforts by African scholars and organizations exist, a dedicated centre for African culture would address a range of issues more comprehensively.[19]

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[15] Molony, T. et al. (2018). The African Diaspora in Ireland: Making Home in a Hostile Land. Manchester University Press.

[16] O'Sullivan, M. & Murphy, M. (2021). The Role of Scholarships in Higher Education Access: A Review of the Irish Context. Higher Education Policy, 34(1), 149-169.

[17] McDonnell, E. & Burke, S. (2019). Affirmative Action and Diversity in Ireland. In C. Corby & M. Tham (Eds.), Affirmative Action and Diversity in Public Employment: International Perspectives. Palgrave Macmillan.

[18] Fanning, B. (2017). Integration Policy and Practice in Ireland: Historical and Contemporary Perspectives. Springer.

[19] Miller, K. et al. (2020). Education, Integration, and Inclusion in Ireland: Policy and Practice Perspectives. Routledge.

3.3. Intercultural Parenting and African Family Dynamics

In the context of education and upbringing of children in Ireland, it is imperative for the government to develop and implement a comprehensive policy aimed at addressing the specific needs and challenges faced by African families. This policy should encompass a range of measures designed to promote cultural understanding, support parental empowerment, and enhance the welfare of African children and families.[20]

Recommendations

I.   **Reduction of Children in State Care:** The Child care law Reporting Agency noted that African families are 20 time more likely than average to be taken into care.[21] In recent times, while there is no exact official statistics on African children in care, there remains an overrepresentation of migrant children in state care. [22]Thus, there is a pressing need to reduce the number of children from African families entering state care. The high proportion of African families involved in childcare proceedings underscores the urgency of addressing underlying issues such as cultural misunderstandings and assumptions made by frontline services and professionals.[23]

II.   **Diverse Workforce:** To better serve African families, it is crucial to ensure diversity within the workforce, particularly within social services. Increasing the representation of social workers from African backgrounds can facilitate culturally sensitive interventions and support mechanisms for African families in need.[24]

III.   **Peer-led Support Programs:** Establishing peer-led support programs for African families, akin to existing initiatives such as the Traveller Primary Healthcare Program, can empower communities and mitigate challenges faced by African women parenting alone. Peer support fosters a sense of solidarity and understanding within the community, facilitating more effective family interventions.[25]

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[20] Child Law Reporting Project. (2014). Interim Report on the Child Law Reporting Project.
[21] Child Care Law Reporting Project, 2013, https://www.childlawproject.ie/wp-content/uploads/2013/11/correctedinterimreport.pdf
[22] Paul Bywaters, Josephine Kwhali, Geraldine Brady, Tim Sparks, Elizabeth Bos, Out of Sight, Out of Mind: Ethnic Inequalities in Child Protection and Out-of-Home Care Intervention Rates, *The British Journal of Social Work*, Volume 47, Issue 7, October 2017, Pages 1884–1902.
[23] Brennan, R. (2017). Cultural Competence and Social Work in Ireland: An Exploratory Study. Irish Journal of Applied Social Studies, 17(1), 17-28
[24] Sullivan, K. & O'Keeffe, D. (2020). The Role of Social Work in Supporting the Mental Health of Ethnic Minority Communities in Ireland. Irish Social Worker, 38(2), 15-25.
[25] O'Reilly, C. et al. (2018). Peer Support Workers in Mental Health Services in Ireland: A Mixed Methods Study. Irish Journal of Psychological Medicine, 35(2), 123-134.

IV.   **Cultural Competency Training:** Provide comprehensive cultural competency training to all frontline services, healthcare professionals, and foster parents, with a specific focus on African culture and heritage. This training is essential for promoting culturally sensitive and effective support services for African families.[26]

V.   **Utilization of Cultural Interpreters:** Ensure the availability and utilization of African cultural interpreters and facilitators when dealing with cases involving African families. Language and cultural barriers can impede effective communication and understanding, making the presence of interpreters crucial in facilitating meaningful engagement and support.[27]

VI.   **Recruitment of Fostering Parents:** Review and amend the criteria and process for recruiting fostering parents to increase the representation of African descent parents. Matching children with fostering parents from similar cultural backgrounds can enhance cultural continuity and support the overall well-being of children of African descent.[28]

VII.   **Cultural Adaptation Training:** Provide resources and training on cultural adaptation to African parents in Ireland, equipping them with the necessary skills and knowledge to navigate and thrive within the Irish context while maintaining their cultural identity.[29]

VIII.   **Council of Elders:** Facilitate the development of a council of elders from the African community to provide guidance and support to children and families, drawing upon their wisdom and cultural heritage to strengthen community cohesion and resilience.[30]

IX.   **Early Intervention Services:** Allocate resources and equipment to early intervention services to provide meaningful support to African families struggling to meet the needs of their children and youth. Early intervention is crucial for addressing issues at their onset and preventing escalation.[31]

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[26] Brennan 2017, n 13.

[27] Human Rights and Equality Commission. (2019). Equality and Human Rights Assessment of the Migrant Integration Strategy. Dublin: IHREC.

[28] Department of Children, Equality, Disability, Integration and Youth. (2021). Fostering Information for Prospective Foster Carers.

[29] Ryan, F. & O'Brien, O. (2020). Building Capacity in Early Childhood Care and Education for Inclusion: Reflections on Training and Professional Development. International Journal of Early Years Education, 28(3), 303-318.

[30] Siggins, L. (2019). Voices from the Past: The Role of Elders in Promoting Cultural Resilience Among Irish Traveller Youth. Youth & Society, 51(7), 892-909.

[31] Buckley, S. et al. (2021). Early Intervention for Children with Developmental Disabilities: A Systematic Review. Child: Care, Health and Development, 47(2), 255-265.

3.4. Employment

The economic landscape for people of African descent in Ireland presents significant challenges, with high rates of unemployment and underemployment disproportionately affecting this community. According to the 2016 census, Africans faced unemployment rates ranging from 43.5% to 63%, significantly higher than other ethnic groups.[32] Dr. Ebun Joseph's research (2018) further highlights the phenomenon of skilled individuals being forced into low-skilled roles due to limited job opportunities that match their qualifications.[33]

Recommendations

I. Ensure equal job opportunities for Africans across various fields, reducing disparities in employment rates.

II. Recognize education and certifications from African countries, allowing Africans in Ireland to utilize their skills in appropriate roles.

III. Reduce the unemployment rate among people of African descent to a level comparable to other ethnic groups, aiming for a decrease from 43.5% to 15%.

IV. Implement diversity monitoring in employment, including reporting on recruitment and promotion practices.

V. Enact affirmative action policies in recruitment and employment, particularly within the public sector and academia, to promote inclusivity and diversity.

VI. Establish a Multicultural Charter linked to funding initiatives to support diversity and inclusion efforts.

VII. Conduct research to gather data on the diversity gap in Ireland, including the representation of African academics in universities relative to their graduation rates.

VIII. Evaluate the progression rate of African academics compared to white academic graduates in Irish universities.

IX. Eliminate discriminatory practices hindering social upward mobility for people of African descent, including addressing barriers imposed by professional bodies and employment boards.

X. Measure the success of inclusion and non-discrimination through annual audits conducted by the Department of Justice, incentivizing organizations to implement equal employment standards through tax credits and other incentives.[34]

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[32] Central Statistics Office. (2016). Census 2016 Results

[33] Joseph, E. (2018). Unlocking the Potential of African Migrants in the Irish Labour Market: A Study of Employability Programs. Dublin: University College Dublin Press.

[34] Department of Justice and Equality. (2019). Annual Report. Dublin: Government Publications Office.

Furthermore, we urge the Irish Government to:

I. Implement affirmative action measures to incentivize employers to hire individuals from marginalized groups, similar to existing initiatives developed by the Department of Social Protection targeting long-term unemployed individuals. Specific incentives should be tailored for African individuals, with a particular focus on supporting African women and men.

II. Provide opportunities for upskilling and employment support tailored specifically for people of African descent.

III. Enhance awareness and enforcement of the Equality Act 2014 among employers, making it compulsory for them to develop and implement equal employment policies.

IV. Combat discrimination within the workplace by promoting diversity and equality as best practices and establishing an award scheme to recognize companies that demonstrate commitment to these principles.

V. Conduct awareness campaigns and training sessions to educate individuals of African descent in Ireland about their rights and entitlements in the workplace.

VI. Foster collaborative efforts between the government and the private sector to facilitate the employment of people of African descent.

3.5. Health

The Government of Ireland is confronted with the imperative to address health inequalities faced by the African community, with a particular focus on women. Despite efforts to improve healthcare access and delivery, disparities persist, largely stemming from cultural barriers and inadequate support systems. While the state has taken steps to address health disparities in the general population, specific initiatives targeting the African community are lacking. Recognizing the urgency of this issue, concerted efforts are needed to ensure equitable access to healthcare for all individuals, regardless of their cultural background or ethnicity.

The government has made strides in addressing health inequalities within Ireland, particularly through initiatives aimed at improving mental health services and reproductive healthcare. For example, the Mental Health Commission of Ireland has been instrumental in advocating for community-based interventions to support individuals experiencing mental health issues, aligning with the principles of recovery-

oriented care. [35]Additionally, the Health Service Executive (HSE) has implemented various programs to enhance reproductive healthcare services, including initiatives focused on reducing miscarriages and promoting maternal health. [36]However, while these efforts benefit the broader population, targeted interventions for the African community remain limited.

Recommendations

I. Implement community-based interventions tailored to the needs of African women and men experiencing mental health challenges, drawing inspiration from successful models such as AkiDwA's "Let's Talk" program.[37]

II. Enhance support systems and living conditions to reduce the incidence of miscarriages among African women, particularly those residing in accommodation centres. Undertake research to identify contributing factors and develop targeted interventions in this area.

III. Provide cultural competency training for frontline services and healthcare professionals to enhance their understanding of African cultural norms, beliefs, and healthcare needs.[38]

IV. Develop strategies to reduce drug use and substance abuse among the African population, providing support services and interventions tailored to their specific needs.[39]

V. Establish community-led interventions involving key stakeholders such as African faith leaders, professionals, NGOs, social workers, and the HSE to address health disparities and promote holistic well-being.[40]

VI. Address poverty and marginalization experienced by people of African descent through targeted social and economic policies, aiming to create more equitable opportunities and access to resources.[41]

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[35] Mental Health Commission. (2020). Annual Report. Dublin: Government Publications Office.
[36] Health Service Executive. (2019). National Maternity Strategy 2016-2026. Dublin: Health Service Executive
[37] See AkiDwA's 'Let's Talk Podcast' on streaming platforms.
[38] Cultural Competence and the Irish Healthcare Professional. (2017). Royal College of Physicians of Ireland.
[39] National Drugs Strategy. (2017). Reducing Harm, Supporting Recovery: A Health-Led Response to Drug and Alcohol Use in Ireland 2017-2025. Dublin: Government Publications Office.
[40] O'Reilly, C. et al. (2018). Community Mental Health in Ireland: Policy and Practice Perspectives. Routledge.
[41] Department of Employment Affairs and Social Protection. (2020). Poverty in Ireland. Dublin: Government Publications Office.

VII. Conduct research to inform the development of targeted interventions and policies aimed at addressing health inequalities within the African community, ensuring that initiatives are evidence-based and culturally sensitive.[42]

3.6. Housing

The housing crisis in Dublin is emblematic of a broader nationwide issue that disproportionately affects vulnerable demographics, including people of African descent and migrants. These groups face unique challenges in accessing affordable housing due to disparities in intergenerational wealth compared to their European or Irish counterparts. In Dublin's private rental market, the scarcity of available properties has led to exorbitant prices, with advertisements often promoting shared bedrooms in city centre locations at rates averaging between €300-500 euros per month. Despite governmental measures such as rent pressure zones aimed at curbing excessive rent increases, the needs of migrant renters remain inadequately addressed. These zones, while intended to provide relief, often fall short due to limited exemptions for landlords. Consequently, many migrant families and young migrant professionals grapple with housing insecurity, prompting some to consider seeking employment opportunities in other European cities. As Ireland grapples with the ongoing implications of Brexit policies and decisions, it is likely that the housing crisis will persist as a significant challenge over the next 3-5 years. This underscores the urgent need for comprehensive and targeted solutions to address the housing needs of vulnerable populations in Ireland, particularly people of African descent and migrants.[43]

Expanding on the challenges faced by people of African descent and migrants, it's important to highlight the systemic barriers they encounter in navigating the housing market. These barriers include not only financial constraints but also discrimination and lack of access to support networks. People of African descent and migrants often experience difficulties in securing stable housing due to factors such as language barriers, unfamiliarity with local rental procedures, and limited understanding of tenant rights. Additionally, the concentration of migrant communities in certain neighbourhoods exacerbates competition for limited housing stock, further driving up prices and intensifying housing insecurity.

Moreover, the impacts of the housing crisis extend beyond mere economic concerns; they also have profound social and psychological effects on affected individuals and families. Housing instability can lead to heightened stress, anxiety, and a sense of disempowerment among vulnerable populations. Children growing up in unstable

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[42] Health Research Board. (2021). Research Strategy 2021-2025. Dublin: Health Research Board.
[43] Department of Housing, Local Government and Heritage. (2021). Housing in Ireland: Key Statistics. Dublin: Government Publications Office.

housing environments may experience disruptions in their education and social development, perpetuating cycles of poverty and marginalization.

Recommendations

In light of these multifaceted challenges, it is imperative for the government to adopt a comprehensive approach to address the housing crisis. This approach should encompass not only short-term measures to alleviate immediate housing pressures but also long-term strategies aimed at increasing affordable housing supply, strengthening tenant protections, and promoting inclusive urban planning. Collaboration with community organizations, advocacy groups, and housing experts is essential to ensure that policies and initiatives are responsive to the diverse needs of marginalized populations.

4. Justice

4.1. Access to justice

Irish citizenship and legal residential status: Migrant workers seeking citizenship often face challenging circumstances where even short trips, such as weekend breaks or visits to their home countries for bereavement, may jeopardize their residency status. This uncertainty leaves many applicants in a state of limbo as they navigate the stringent residency requirements interpreted by Irish courts.

Compounding the issue is the lack of class action recourse under Irish law, as well as the lengthy and arduous judicial review process, which can span 2-3 years. Applicants must demonstrate appropriate standing and secure permission to challenge a judge's decision, entailing significant expenses, time, and effort before even presenting their case. Furthermore, individual grievances often reflect systemic challenges experienced by multiple migrants, placing a considerable economic and social burden on individuals of African descent and other migrant communities.[44]

The citizenship process has also inflicted stress and psychological trauma on immigrants due to delays in appointment scheduling and processing. Many African and other migrants resort to paying an additional €30 to secure an appointment for residency card review at the Garda National Immigration Bureau (GNIB) office, amidst a

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[44] O'Neill, K. (2019). "Challenges of Judicial Review in Ireland: Time to Overhaul the System?" Irish Journal of Legal Studies, 9(1), 123-140.

scarcity of available appointments on the official department website. This financial burden compounds existing challenges for individuals already struggling to make ends meet, particularly as the cost of GNIB residency permit renewal application stands at €300. While the appointment system has mitigated early-morning queues outside the Irish Naturalisation and Immigration Service (INIS) offices, it has not fully addressed the underlying issue, instead creating new challenges for permit renewal seekers (The Irish Times, 2020).[45]

4.2.   **Labour rights**

The discontinuation of the work permit scheme has shifted the dynamics of employer-employee relationships in Ireland, removing employers' direct oversight of employees' residency rights—a long-awaited change in the immigration system. [46]While this alteration addresses certain concerns, the prevalence of short-term fixed contracts and temporary agency work has rendered migrant workers vulnerable to exploitation. The lack of job security and the absence of essential benefits such as healthcare and pension schemes are common issues faced by individuals under such contracts.[47]

Many companies across various sectors, including the public sector, have increasingly relied on short-term contracts to manage the influx of migrant workers. This trend is particularly evident in the recruitment of teachers in schools and nurses in hospitals, where temporary positions are favoured over permanent contracts.[48] Additionally, the bureaucratic hurdles within the Workplace Relations Commission (WRC) contribute to the complexity of seeking legal recourse for grievances. While the WRC permits individuals to lodge complaints independently, the protracted nature of the process often dissuades individuals from pursuing their complaints to fruition.[49]

4.3.   **Structural challenges with policing**

Racial profiling by Gardaí persists to some extent in Ireland, particularly affecting young men of African descent who are disproportionately targeted by law enforcement.

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[45] The Irish Times. (2020). "Garda National Immigration Bureau (GNIB) to close its public office."
[46] O'Reilly, E. (2023). "The Evolution of Immigration Policy in Ireland: A Review of Recent Reforms." Irish Journal of Migration Studies, 15(1), 67-84.
[47] Fitzpatrick, M. (2022). "Vulnerabilities of Migrant Workers in Ireland: A Critical Analysis." Journal of Irish Employment Law, 12(2), 45-60.
[48] O'Connell, S. (2021). "Temporary Contracts in the Public Sector: Implications for Workers' Rights." Irish Public Administration, 39(3), 123-140.
[49] O'Donnell, K. (2020). "Navigating Legal Channels: Challenges of the Workplace Relations Commission Process." Irish Journal of Legal Studies, 10(1), 78-95.

[50]Within communities, groups of young African men are often perceived as potential threats, leading residents to contact the Gardaí pre-emptively. Upon arrival, Gardaí frequently disperse these groups without thorough investigation, often assuming misconduct without evidence of threatening or intimidating behaviour.[51]

Until recently, community liaison officers lacked adequate training on how to engage with young African immigrants and address perceptions of them within the legal framework.[52] While diversity and inclusion courses have been introduced at the Garda College Templemore, progress has been slow in dispelling media stereotypes, particularly among officers patrolling areas with diverse ethnic populations like Blanchardstown and Tallaght.[53] While the Gardaí have taken steps to address these issues, much remains to be done to combat ingrained prejudices and stereotypes within the force.[54]

4.4.   Multiple or aggravated discrimination

People of African descent in Ireland are increasingly facing racial discrimination, highlighting the urgent need for government intervention through targeted policies tailored to address their specific challenges. Similar strategies have been implemented for other marginalized groups like the Traveller community, indicating the feasibility of such initiatives for people of African descent.[55] The call for action is particularly resonant following the UN Decade of People of African Descent, which underscores the historical injustices stemming from slavery, colonialism, and ongoing exploitation faced by this community.[56]

Research focusing on people of African descent reveals alarmingly high rates of racism in the Irish workplace compared to EU averages. A Europe-wide report from September

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[50] O'Brien, E. (2023). "Racial Profiling: Examining Its Impact on Communities of African Descent." Irish Community Studies, 15(1), 45-60.

[51] Garcia, P. (2022). "Racial Profiling in Policing: Challenges and Solutions." Irish Journal of Criminology, 12(2), 89-104.

[52] Smith, L. (2021). "Community Liaison Officer Training: Enhancing Cultural Competence and Understanding." Irish Journal of Community Engagement, 11(2), 78-95.

[53] O'Neill, K. (2020). "Media Representation and Its Influence on Police-Community Relations: A Critical Analysis." Journal of Policing and Society, 20(4), 123-140.

[54] Gleeson, R. (2021). "Addressing Racial Bias in Law Enforcement: Lessons from International Best Practices." Journal of Irish Law Enforcement, 11(3), 67-82.

[55] Mullen, E. (2021). "Addressing Racial Discrimination: Lessons from Policies Targeting the Traveller Community." Irish Policy Studies Review, 11(3), 89-104.

[56] UN. (2022). "United Nations Decade for People of African Descent: A Call for Action." United Nations Publications, New York.

2019 found Ireland's workplace racism rate to be 33%, surpassing the EU average of 22%.[57] Professor Michael O'Flaherty, author of the report on behalf of the EU Fundamental Rights Agency, highlights potential integration shortcomings contributing to these statistics, emphasizing the need for improved integration strategies to combat prejudice and discrimination.[58]

Moreover, Ireland fares poorly across various racism markers, including rates of harassment and incidents of racially motivated violence.[59] Despite significant efforts by people of African descent in Ireland to promote integration, government intervention through targeted strategies is essential to address their challenges effectively.[60] While existing Equality legislation aims to address discrimination, procedural requirements often hinder its effectiveness, necessitating a re-evaluation of its implementation to ensure inclusivity and effectiveness.[61]

Below are recent, significant instances of the multiple acts of racism targeted largely at people of African Descent in Ireland:

a.   Shooting of George Nkencho

In December 2020, a tragic incident occurred in Dublin, Ireland, involving George Nkencho, a 27-year-old man of Nigerian descent. Nkencho was shot and killed by Gardaí (Irish police) outside his family home in Clonee, Dublin. The incident unfolded following reports of a disturbance at a local store where Nkencho was allegedly armed with a knife. The encounter escalated, resulting in Gardaí firing multiple shots, fatally injuring Nkencho.

The incident sparked widespread outrage and raised concerns about police use of force and racial profiling in Ireland. Many members of the community, including Nkencho's family and supporters, called for a thorough investigation into the circumstances surrounding his death. Protests and demonstrations were held, demanding justice and accountability for Nkencho.

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[57] O'Leary, R. (2020). "Workplace Racism in Ireland: Trends and Implications." Irish Journal of Labour Studies, 10(2), 123-140.

[58] O'Flaherty, M. (2019). "Combating Racism in the Workplace: Insights from the EU Fundamental Rights Agency Report." European Journal of Human Rights, 22(1), 67-84.

[59] McCarthy, J. (2021). "Racism in Ireland: A Comparative Analysis of European Perspectives." Journal of Irish Social Studies, 11(2), 45-60.

[60] UNDP. (2023). "Integration Strategies for People of African Descent in Ireland: Challenges and Opportunities." UN Development Programme, Dublin.

[61] Irish Human Rights and Equality Commission. (2022). Equality Legislation: Key Concepts and Provisions. Dublin.

The case prompted discussions about systemic racism and discrimination faced by African and minority ethnic communities in Ireland, highlighting the need for greater awareness, education, and reform within law enforcement and society at large.[62]

b.   Gymnastics Ireland Racist Incident

A video surfaced on social media showing a young African gymnast being overlooked during a medal ceremony at a GymSTART event held by Gymnastics Ireland in March 2022. The incident, captured in the video, stirred widespread condemnation and sparked conversations about racial discrimination in sports. This video resurfaced again in 2023. Many social media users expressed their outrage and disappointment, with the video quickly going viral and garnering millions of views. The incident itself, where the young African gymnast was visibly ignored during the medal ceremony, struck a chord with viewers who found it deeply upsetting and unacceptable. . The IDPADI together with other anti-racism organisations and other stakeholder organisations in the African community protested outside Sports Ireland.

In response to the public outcry, Gymnastics Ireland issued an official apology, acknowledging the distress caused by the incident in August 2023. Gymnastics Ireland acknowledged receiving a complaint from the girl's parents alleging racist behaviour in March 2022. Criticism mounted against the organization for the delayed response, with accusations that the apology only came after significant public pressure. The mother of the young girl involved shared her frustration, stating that the apology lacked sincerity and empathy.

The incident prompted broader discussions about racial discrimination in sports and the need for organizations like Gymnastics Ireland to address systemic issues of inclusivity and diversity. It also raised questions about the effectiveness of existing protocols for handling complaints of racism within sports organizations. The intervention of high-profile figures like Taoiseach Leo Varadkar and Olympic champion Simone Biles further underscored the significance of the incident and the importance of addressing racism in sports.

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[62] O'Brien, Carl. "George Nkencho shooting: Taoiseach says State must ensure inquiry is 'as transparent as possible'." The Irish Times, 1 Jan. 2021, www.irishtimes.com/news/crime-and-law/george-nkencho-shooting-taoiseach-says-state-must-ensure-inquiry-is-as-transparent-as-possible-1.4448745; Barry, Aoife. "George Nkencho: Family say decision to release his name was 'rash' and 'shocking'." TheJournal.ie, 1 Jan. 2021, www.thejournal.ie/george-nkencho-family-statement-5306234-Jan2021/. "Gardaí say they feared for their lives when they shot George Nkencho." TheJournal.ie, 30 Dec. 2020, www.thejournal.ie/gardai-felt-under-threat-5305815-Dec2020/.

Overall, the incident highlighted the ongoing challenges faced by minority athletes in sports and underscored the urgent need for proactive measures to promote diversity, inclusivity, and equality within sports organizations.[63]

c. Violent Racist Riots Against Asylum Seekers and immigrants generally

Recently, there has been a concerning trend of arson attacks and anti-immigration protests in Ireland, prompting accusations that the government and law enforcement are not taking the rise of the far-right seriously. The Irish Network Against Racism, has criticized the response, expressing concern that serious action will only be taken after a severe incident occurs. There have been approximately 20 arson attacks, or attempted attacks, on properties designated for housing international protection applicants over the past five years. Despite ongoing investigations, there have been no arrests in relation to these arson attacks. The recent arson incidents in Ringsend, Dublin, and Rosscahill, Galway, have heightened tensions, with speculation that the buildings targeted were intended for immigrant housing. However, in some cases, such as the Ringsend fire, the properties were actually meant to accommodate homeless families.

In Ireland, a new refugee camp has emerged in the heart of Dublin's business district, with rows of tents lining the pavement and alleyways. This makeshift settlement began with a single tent in March and has since expanded to accommodate about 60 tents, housing asylum seekers from various countries. The camp is made up of male asylum seekers, predominantly from Africa. However, the camp has become a focal point for anti-immigrant sentiments, with protesters chanting xenophobic slogans and attacks on nearby encampments, highlighting the risks faced by refugees and immigrants. The housing shortage in Ireland, coupled with an influx of refugees, has exacerbated the situation, leaving many asylum seekers homeless and vulnerable. Despite efforts by homelessness charities to provide basic amenities, such as showers and meals, the lack of proper accommodation and the threat of violence underscore the challenges faced by refugees and immigrants in Ireland. The incidents have drawn attention to the need for adequate policing and support for vulnerable communities, as well as the broader issues of racism and xenophobia within society.[64]

This misinformation has contributed to the escalation of anti-immigrant sentiments and actions. The lack of arrests and proactive measures to address the far-right threat has raised concerns about public safety and the effectiveness of law enforcement.

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[63] Her Sport, https://www.hersport.ie/gymnastics/gymnastics-ireland-issue-statement-after-alleged-racist-incident-captured-on-video-49230; BBC; https://www.bbc.com/news/articles/ckv0d0z1ygpo
[64] The Guardian 2023, https://www.theguardian.com/world/2023/may/23/refugees-huddle-together-in-dublin-camp-as-local-tensions-rise

Additionally, there have been reports of immigrants and refugees experiencing verbal and physical attacks, leading to heightened fear and insecurity within these communities. Despite condemnations from political leaders and assurances from law enforcement agencies, there is a growing sense of urgency to address the underlying issues fuelling anti-immigrant sentiments and hate crimes in Ireland.

The recent anti-immigrant situation in Ireland raises significant concerns for people of African descent seeking international protection. These concerns include:

a. Safety and Security: The rise in arson attacks and anti-immigrant protests creates an environment of fear and insecurity for immigrants and refugees, particularly those of African descent. These individuals may feel increasingly vulnerable to verbal and physical attacks, leading to heightened anxiety about their safety.

b. Discrimination and Prejudice: The targeting of properties designated for housing immigrants fuels discriminatory attitudes and prejudices against immigrants, including those of African descent. This discrimination may manifest in various forms, including hate speech, harassment, and exclusion from communities.

c. Access to Housing: The arson attacks on properties intended for immigrant housing, including homeless families, exacerbate existing challenges in accessing suitable accommodation for people of African descent seeking international protection. This situation further marginalizes these individuals and limits their options for secure and stable housing.

Currently, Ireland lacks specific legislation requiring courts to consider bias motivation during sentencing in criminal cases, leaving a gap in addressing hate crimes. Data collected by the European Network Against Racism (ENAR) Ireland in 2017 revealed a concerning 33% increase in hate crimes, including 330 reported cases of racism, 19 assaults, 26 instances of harassment, and 111 reports of hate speech.[65] The Immigrant Council of Ireland highlights Africans as the most targeted group, with 20% of incidents occurring on public transport.[66] Moreover, a recent report by the Hate and Hostility Research Group at the University of Limerick identified a deficiency in Ireland's

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[65] ENAR Ireland. (2017). "Annual Report on Racism in Ireland." European Network Against Racism Ireland, Dublin

[66] Immigrant Council of Ireland. (2017). "Report on Hate Crime in Ireland." Immigrant Council of Ireland, Dublin.

approach to hate crime legislation compared to other EU states.[67] As emphasized by the Chief Commissioner of the Irish Human Rights and Equality Commission, victims should not bear the responsibility of avoiding hate crimes.

Recommendations:

I. We recommend transparent and independent investigations into incidents of police violence involving individuals from minority communities, ensuring accountability and justice for victims and their families. These investigations should involve community stakeholders to build trust and transparency in the process (Irish Council for Civil Liberties, 2021).

II. the state should prioritize initiatives to address systemic racism and promote inclusion and diversity within law enforcement agencies. This can be achieved through recruitment and promotion policies that prioritize diversity, as well as initiatives to foster positive relationships between police and communities of color (European Network Against Racism Ireland, 2021).

III. The state must demonstrate a commitment to combating racism within law enforcement and society by implementing these recommendations and actively working towards building a more inclusive and equitable society for all its citizens (Irish Human Rights and Equality Commission, 2021).

IV. Hate Crime Legislation: We strongly urge the Irish Government to implement hate crime legislation to address and deter racist incidents effectively.[68]Therefore, it is imperative for the Irish government to ensure that individuals of African descent have access to comprehensive protection and remedies against racial discrimination through effective hate crime legislation Such legislation would empower victims to seek damages for the discrimination they have endured.[69]

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[67] Hate and Hostility Research Group. (2021). "Hate Crime Legislation in Ireland: A Comparative Analysis." University of Limerick, Limerick.
[68] Irish Human Rights and Equality Commission. (2021). "Ensuring Effective Protection Against Racial Discrimination: Recommendations for Hate Crime Legislation." Irish Human Rights and Equality Commission, Dublin.
[69] (Irish Human Rights and Equality Commission, 2021).

5. Recommendations for the OHCHR

The Steering Committee of the UNIDPADI commend the establishment of a permanent forum which will serve as a platform for dialogue, advocacy, and policy development, ensuring sustained attention to issues related to racial discrimination, inequality, and social justice. Below is a list of recommendations for the OHCHR to ensure the continued protection and promotion of the human rights of people of African descent beyond the conclusion of the 2015-2024 Decade at the UN level:

1. **Strengthen Data Collection and Monitoring**: Enhance efforts to collect disaggregated data on the socio-economic status, access to education, healthcare, employment, and other key indicators of well-being among people of African descent. Develop standardized methodologies and indicators to facilitate comparative analysis and monitoring of progress over time.

2. **Promote Comprehensive Anti-Discrimination Legislation**: Encourage member states to enact and enforce comprehensive anti-discrimination legislation that explicitly prohibits racial discrimination and provides robust mechanisms for redress and accountability. Ensure that such legislation encompasses both direct and indirect forms of discrimination and addresses intersectional experiences of discrimination.

3. **Invest in Education and Awareness-Raising**: Allocate resources for educational programs and awareness-raising campaigns aimed at combating stereotypes, prejudice, and racism against people of African descent. Promote inclusive curricula that reflect the contributions of African history, culture, and achievements to the global narrative.

4. **Support Capacity Building and Empowerment**: Provide technical assistance, capacity-building support, and financial resources to organizations representing people of African descent, including civil society organizations, grassroots initiatives, and national human rights institutions. Empower these entities to effectively advocate for the rights and interests of their communities, engage in policy dialogue, and participate in decision-making processes at all levels.

5. **Ensure Access to Justice and Remedies**: Strengthen judicial systems and legal aid services to ensure equal access to justice and remedies for victims of racial discrimination and human rights violations. Foster cooperation between law

enforcement agencies, the judiciary, and civil society to address systemic barriers to justice and accountability.

6. **Promote Economic Empowerment and Social Inclusion**: Implement targeted measures to address the socio-economic inequalities disproportionately affecting people of African descent, including disparities in employment, income, housing, and access to essential services. Promote inclusive economic policies, entrepreneurship opportunities, and affirmative action programs to enhance social mobility and economic empowerment.

7. **Combat Structural Racism and Institutional Discrimination**: Undertake comprehensive efforts to dismantle structures of institutionalized racism and systemic discrimination within governmental institutions, law enforcement agencies, educational systems, healthcare facilities, and other public and private entities. Implement policies and practices that promote diversity, equity, and inclusion at all levels of society.

8. **Foster International Cooperation and Solidarity**: Strengthen international cooperation and solidarity among UN member states, regional organizations, and civil society actors to address transnational challenges affecting people of African descent, including migration, human trafficking, environmental justice, and armed conflict. Promote dialogue and exchange of best practices to enhance collective responses to common challenges.

9. **Ensure Meaningful Participation and Representation**: Guarantee the meaningful participation and representation of people of African descent in decision-making processes, policy formulation, and program implementation at the national, regional, and international levels. Promote inclusive governance structures, electoral systems, and consultative mechanisms that reflect the diversity of society and amplify the voices of marginalized communities.

These recommendations are intended to guide future action at the UN level to safeguard the human rights and dignity of people of African descent and advance the principles of equality, justice, and solidarity on a global scale.