

Organisation and Social Development Consultants Ltd. (OSDC) is a multi-racial company offering research, training and consultancy in the field of capacity building, organization and human resource development, always with an emphasis on equality.

Pavee Point recognises that racism is an issue at all levels of Irish society; national, regional, local and community. This is a concern for community development, which seeks to address poverty and inequality.

We understand racism as an oppression experienced by the Travellers and other minority ethnic communities in Ireland. Racism involves individual practices that discriminate against these groups. This discrimination can be intentional or without intent. At times, it is only visible in the unfair outcomes for these groups when compared to those for the majority population.

Pavee Point have been providing anti-racism training to a range of staff and sectors in Irish society over many years. There are increasing demands for this service, throughout the country and we have not always been able to meet the demands made. In order to help meet this need, our CDP programme is organising an anti-racism training course for people who have been, or will be, involved in delivering anti-racism training to a variety of individuals and a range of sectors. The training is targeted at individuals who already have a basic understanding of anti-racism and will provide an opportunity to further develop their analysis and to practice putting their training skills into action. It will focus on institutional mechanisms, which can promote anti-racism e.g. codes of practice, ethnic monitoring etc.



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**PAVEE POINT**  
TRAVELLERS CENTRE

## DEVELOPING AND DELIVERING ANTI- DISCRIMINATORY AND ANTI-RACISM PRACTICE

### **A Programme on Anti-racist Practice**

17<sup>th</sup> - 18<sup>th</sup> May 2007 (Traveller Org. only)  
&  
21<sup>st</sup> - 22<sup>nd</sup> May 2007

**Ashok Ohri**  
**Wendy Davies**

**(A venue in Dublin will be confirmed)**

**Organisation  
and  
Social Development Consultants  
(OSDC)**

**Fee: €300**

**Objectives:**

- 1) To develop an awareness of the power relationships which are present in a diverse workforce;
- 2) To build on our understanding of sexism, racism and anti-discrimination and its implication for management role;
- 3) To explore community work approaches and skills to implement antiracist policy (ARP).

At the end of the training participants will be expected to:

- Understand and define different terminologies and key concepts associated with racism;
- Name various types of racism and discrimination in Ireland and the groups that experience these;
- Understand some approaches to implementing equality (e.g. multiculturalism/anti-racism and equality training
- Identify root causes of racism and ways of dealing with racism from individual to institutional levels linking the policy development and the current legal framework;
- Develop Anti-Racist Policy (ARP) for organisations
- Identify blocks to implementing ARP
- Design, plan, deliver and evaluate short anti-racism training.

**There are only 16 places available, so, early booking is advised and two day training is mandatory.**

**Booking Form**

Name:.....

Address:.....

I will be attending on the :  
17<sup>th</sup> and 18<sup>th</sup> May '07 (Trav. Orgs.)  
21<sup>st</sup> and 22<sup>nd</sup> May '07 (Others)

I have enclosed a cheque for €300

Cheques/Drafts/Postal Orders are to be made payable to **“Pavee Point”**

Please indicate clearly any special dietary /physical requirement.

Telephone:.....

E-mail:.....

Contact : Lee Davis  
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