



Changing the narrative

MAY , 2023 | VOLUME 1

Institute of Antiracism and Black Studies

CHANGING THE NARRATIVE

Dr Ebum Joseph
Chief Executive

WHAT OUR CUSTOMERS ARE SAYING ABOUT IABS

We are extremely grateful to every organisation, business and individual who engaged with our trainings. We asked our participants and students what aspects of IABS training they found most helpful. You can see some comments below;

"IABS is amazing. I just completed an antiracism training and I am so impressed. I have learnt so much that has impacted on my work. Anonymous

"This workshop challenged my thinking and equipped me with the skills to put what I learned about counterstorying telling into practice. Karin

"Thank you to Dr. Ebum Joseph for providing me with so many insights into the Antiracism Practice. This course has provided such a solid background for me to engage in antiracist conversations at work and in my personal life, and has taught me so much about my own background and about white fragility. I have found it very valuable to partake and would love to join again for a more in-depth learning experience on some of the topics discussed. - Kwint Jansen

"For any organisation looking to deepen their understanding of black history, allyship or excellence, I would highly recommend Dr.Ebum Joseph. She is a very insightful and engaging speaker.
Niamh O'Connor, Cpl

Newsletter Highlights

IT WAS GREAT TO HAVE THE DIALOGUE BETWEEN THOSE ATTENDING AND THE TRAINERS, CHALLENGING AT TIMES.

THE HISTORICAL PERSPECTIVE/THE LIVED EXPERIENCE/CURRENT TRENDS/STATISTICS.

REVELATION OF EFFECTS OF RACISM AND HOW IT PERMEATES SOCIETY

HOW TO DEAL WITH POTENTIAL CONFLICT IN THE VARIOUS SCENARIOS

I HIGHLY RECOMMEND THIS ANTI-RACIST TRAINING FOR ANYONE WHO DESIRES TO GRASP THE TOOLS FOR TRUE EQUITY AND EQUALITY



**DOCUMENTARY:
BLACK IRISH WOMEN'S
EXPERIENCE OF WORKING IN
IRELAND**
[HTTPS://YOUTU.BE/QHCKWRBIDKS](https://youtu.be/QHCKWRBIDKS)

"Dr Ebum Joseph delivered thought-provoking and challenging material with kindness, warmth and humour. I left feeling greatly encouraged to do better, both as a person and in my organisation

"It could be advertised more and sent around to the whole organisation, the more people who are aware about it the better.

"The forum for discussing and understanding events happening around the world that carried racism motives but might seem hard to understand from a white perspective.

The practical stories shared to give perspective. We had some ideally tough conversations and the facilitator used story telling analogy to pass across her points powerfully.

"Listening to the experiences of others

"Learning about the biases, associations, the overall content and learning about black excellence

Being empowered to look at racism in a broad context with emphasis on origin.

"The anti-racism training is immensely informative and should be accessible to all ages. There is a huge need in Ireland today for everyone to understand what racism really means and how it impacts daily on our society. Terrie Colman-Black



"I found that this training, through the questions asked and the information provided, really helped me to see my own and structural biases. I now feel more confident about making positive changes within the organisations I am involved in, as well as personally being more equipped to address an issue of racism when I see it happen.

The training also showed clearly how an organisation has to ask about who is not engaging and why, rather than assuming that if we are very busy meeting the needs of those who come to us then we must be doing a good job.

I found also that the relaxed non-judgemental setting and small group really helped us to be honest and open, which was imperative for learning.

"It made it more comfortable to ask uncomfortable questions in order to really understand and move forward. For me, if I am to be truly honest, and I expect other people may feel the same, an anxiety about "making a mistake" or using a wrong term (even if meant well) is something that could really get in the way of learning. There is a need to unlearn this and also acknowledge it in order to make progress

I found that people in the group sharing their lived experiences was important and added a lot to our discussion, although as was pointed out in the group, it can be unfair for the people experiencing racism to also have the burden of raising awareness and addressing it.

Great to have the opportunity to avail of this training and have recommended it to my colleagues. Anonymous

The practical examples. It helped me understand the concepts being taught

The reading materials made available to prepare students before each session was very useful.

It was all valuable but the direct 1:1 feedback I received from Ebum about how to create my own counter story was most useful and helped me understand the process the most

Also hearing other participants counterstories. Lilian's was particularly pertinent for me because of the context within which I work. We were able to exchange contact details and she sent me her paper after the event which was fantastic.

Excellent training! Every individual in the country could benefit from this. Ann Byrn



"Ebum provided an empowerment piece and understanding that, as frontline workers, we can address racism in the workplace/ work environment in a way that provides space for healthy conversations/debates without bringing personal triggers or traumas to the conversation. I can be more objective in that I don't need to know all the correct answers there on the spot. If required, I can ask to return to the conversation and a different stage and get support from colleagues so a healthy discussion can occur and my triggers do not direct it. I want to challenge my discomfort and fear around having healthy conversations in white spaces and remind myself as I learnt that racism was not created by me or the other person in the room today. It was something that was created over 500 years ago and something that is inherited. I can learn to address it as a matter of fact rather than from personal emotions.

"Dr. Ebum Joseph was thoroughly engaging, and has a wonderful non-judgemental presence as a teacher, which facilitated deep group discussion, reflection, and understanding. I found that this training really helped me to see my own biases as well as understand structural/institutional bias. I now feel more confident about making positive changes within the organisations I am involved in, and feel more equipped to address any issue of racism when I see it happen.

Miriam Coffe

"Hearing specific examples of 'racism in action' and then practical ways to change that; it is always helpful to hear about experiences from people personally and also how other organisations are operating and what ways they have changed/are hoping to change.

"Dr. Ebum Joseph was thoroughly engaging, and has a wonderful non-judgemental presence as a teacher. I felt privileged to have had the opportunity to learn from her.

UPCOMING SHORT COURSES

6 weeks,

6:00 -9:00pm via Zoom

Intersectionality:

Going beyond gender

1st June to 6th July 2023

Introduction to Critical race theory -

CRT

6th June -11th July 2023

For more information or to register for our courses,

Contact Email: | register@iabs.ie |

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