

Future of Dublin: How to make policy that works for all

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Who am I?

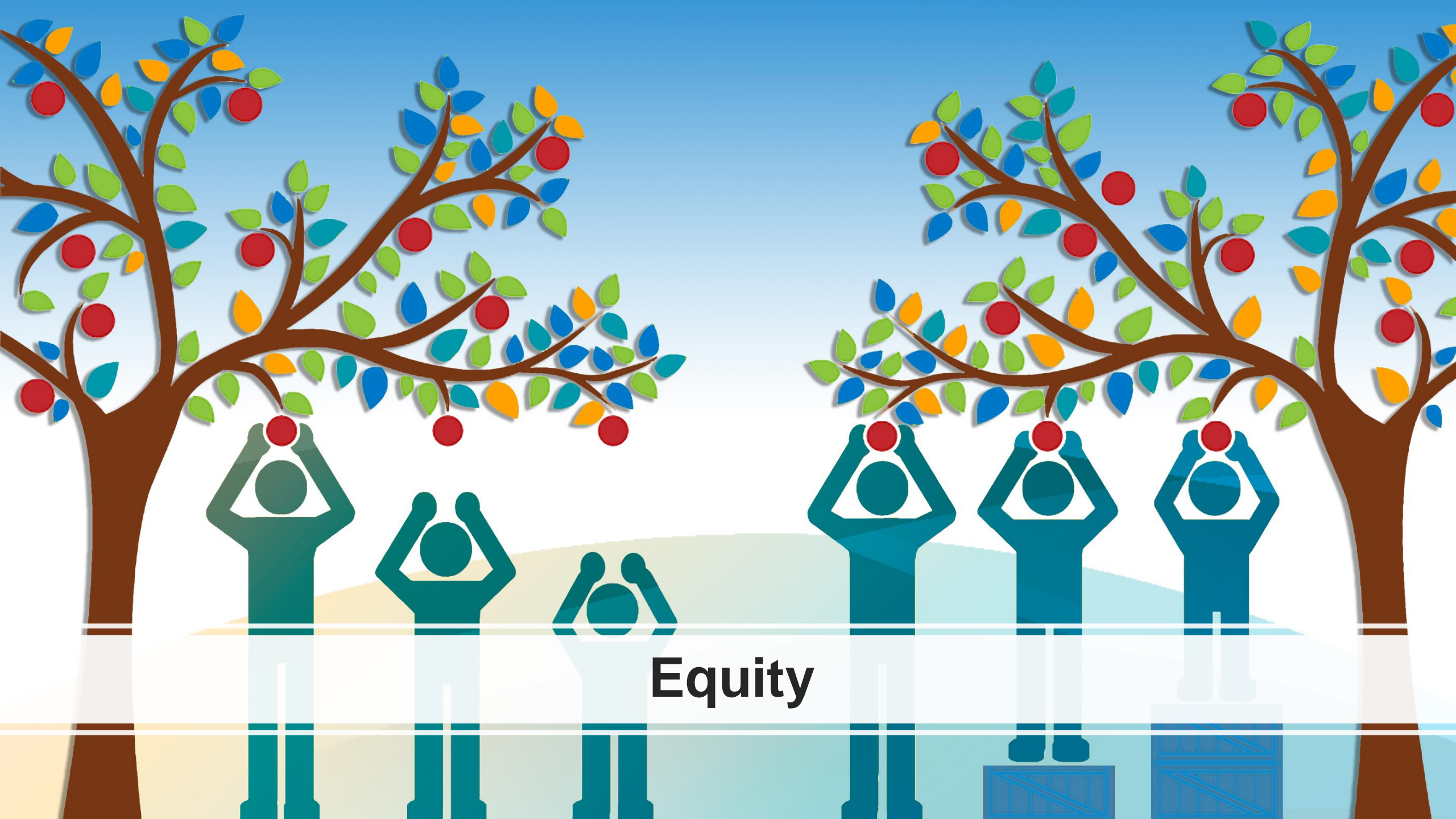
- Vice-Director, Institute for Research on Genders and Sexualities
- More than a decade's experience as a researcher on gender, caste and race
- Worked with NGOs, governments, universities in more than 7 countries

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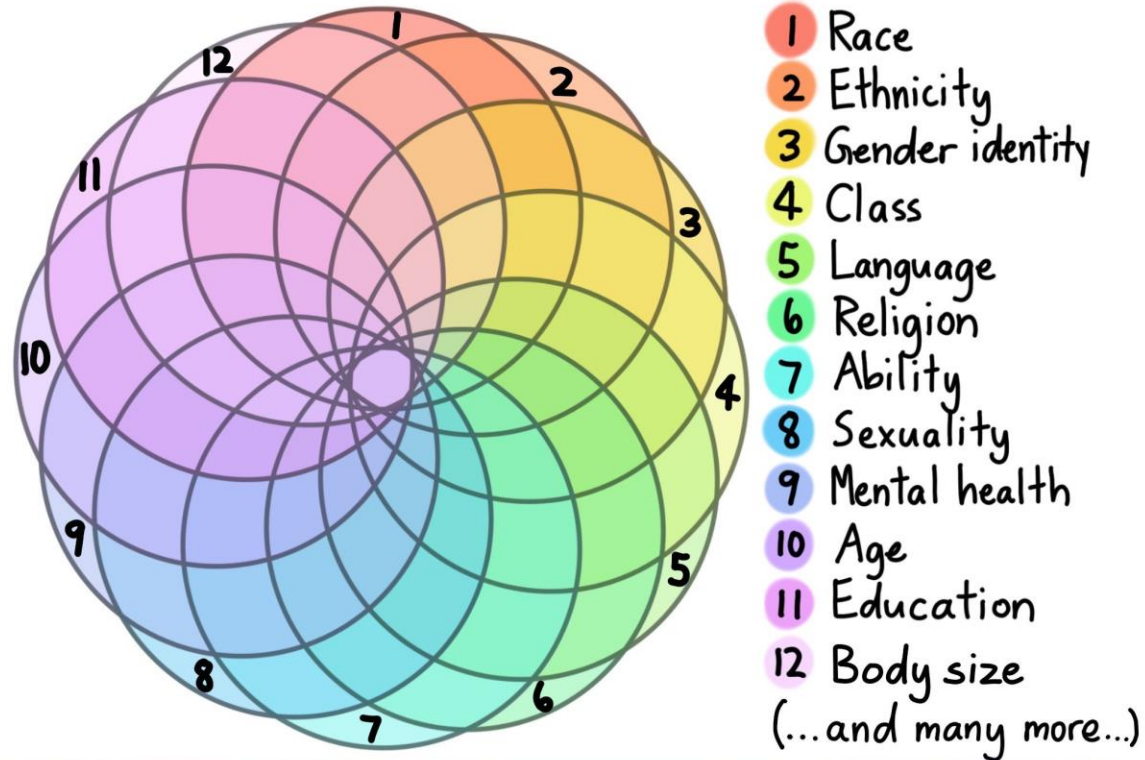
Imagining the future Dublin

How does it look for you?



Equity

INTERSECTIONALITY



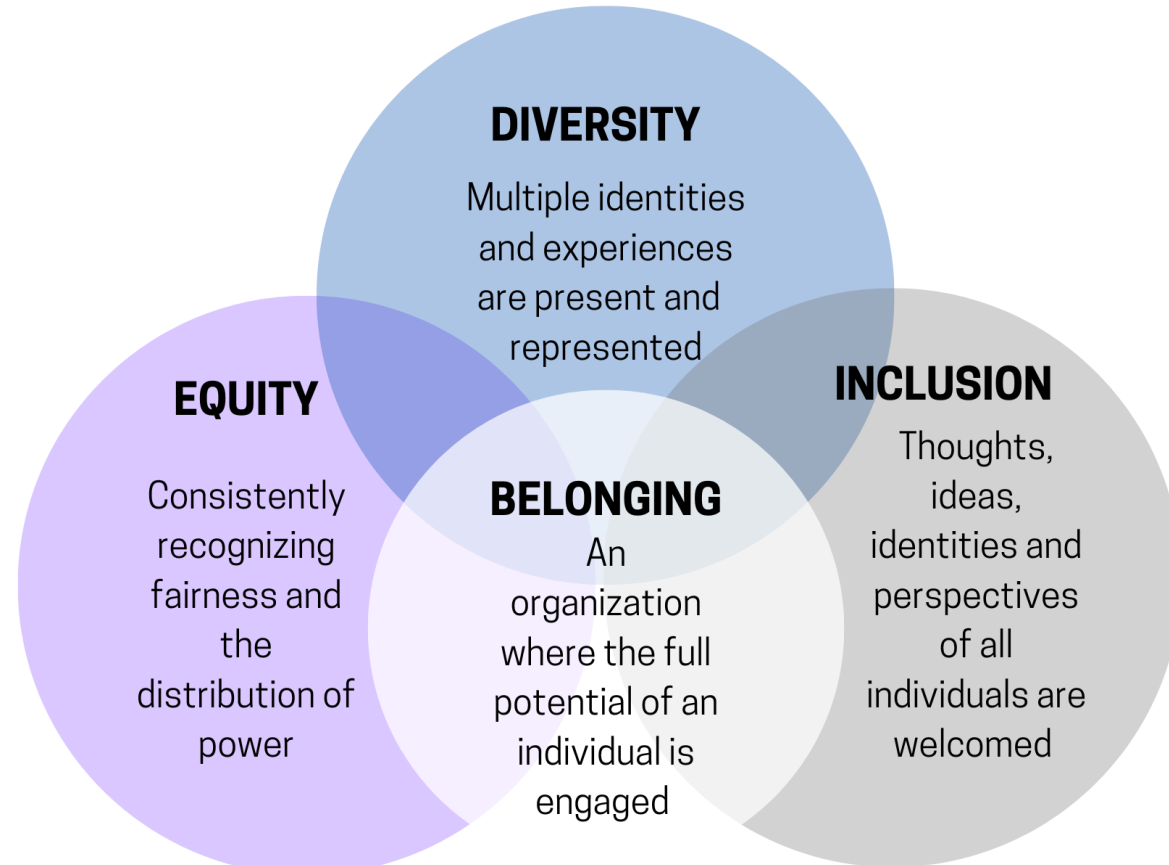
Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

@sylviaaduckworth

Our Dublin

DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEIB)



Equality Laws

Nine protected grounds

- Age
- Civil Status
- Disability
- Family Status
- Gender
- Membership of the Traveller Community
- Race
- Religion
- Sexual Orientation

Think about...



DI·VER·SI·TY

All the ways in which people differ.



EQ·UI·TY

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.



IN·CLU·SION

A variety of people have power, a voice, and decision-making authority.

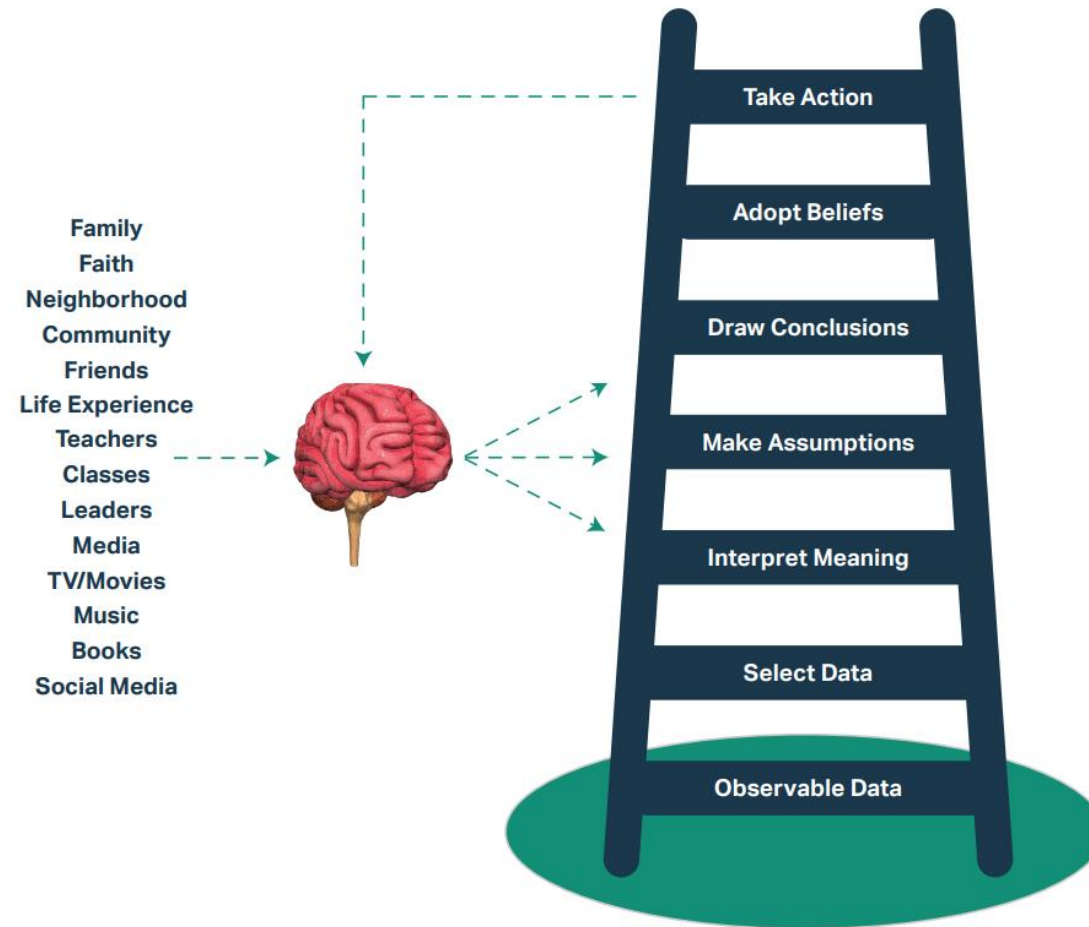
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What it means for policy makers

- Thinking about how the policy will impact different groups
- Listen and act with communities
- Ensuring the voices from these groups are heard

Figure 1. Ladder of Inference



Discrimination and Bias Patterns

- Perceive self as free of biases and prejudices
- Avoid conversations about difference
- Feel shameful about having prejudices
- Ignore or minimize differences (e.g., “We’re all the same” or “I’m colorblind”)
- My intent matters most (“If I didn’t mean any harm, then my behaviour is okay regardless of its impact on someone else.”)
- Homogenizing other communities (not acknowledging the diversity and complexity within groups)
- Self-righteous about equity work and knowledge
- Judge others who you do not perceive as committed to equity



Discrimination and Bias Patterns

- Diffuse or reject responsibility for working on equity (“It is not my problem.”)
- Believe our way of doing things is the right way and others’ approaches are less valid; they should adapt to our way
- Not speaking up or intervening when witnessing discriminatory behaviours and practices, including microaggressions
- Minimize others’ experience of prejudice or bias (“Are you sure that happened? They probably didn’t mean it.”)
- Deferring to white people for advice, guidance, or expertise
- Decide people’s interests or skill sets based on their group (assuming a minoritized volunteer will be more interested in community services than the business side of an organization)
- Shame or negative view of one’s own race or ethnicity
- Minimize or invalidate one’s own experiences of prejudice or bias (“It’s not that bad; others have it worse.”)



Discrimination and Bias Patterns

- Blame oneself for being targeted by racism
- Shame for looking different or desiring to fit in with status quo of dominant groups, culture
- Feeling the need to always prove you belong (overcompensating by emphasizing credentials, not asking for assistance)
- Comparing your underrepresented group against others; minimizing or competing with other underrepresented groups



For every pattern you identified

Please answer the following questions:

- How does this pattern show up in my life? How does it show up in my equity work?
- How does this pattern impede me? How does it impede my work with others?



Reflect as an ally

- Consider your own background; how have these policies affected your and your family's opportunities across generations?
- How can you extend this benefit to others?

**Being a
good ally**





A future Dublin

- That is based on equity
- Includes everyone
- Strives to improve experiences of all sections of society
- Acknowledges the changes in life and populations

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