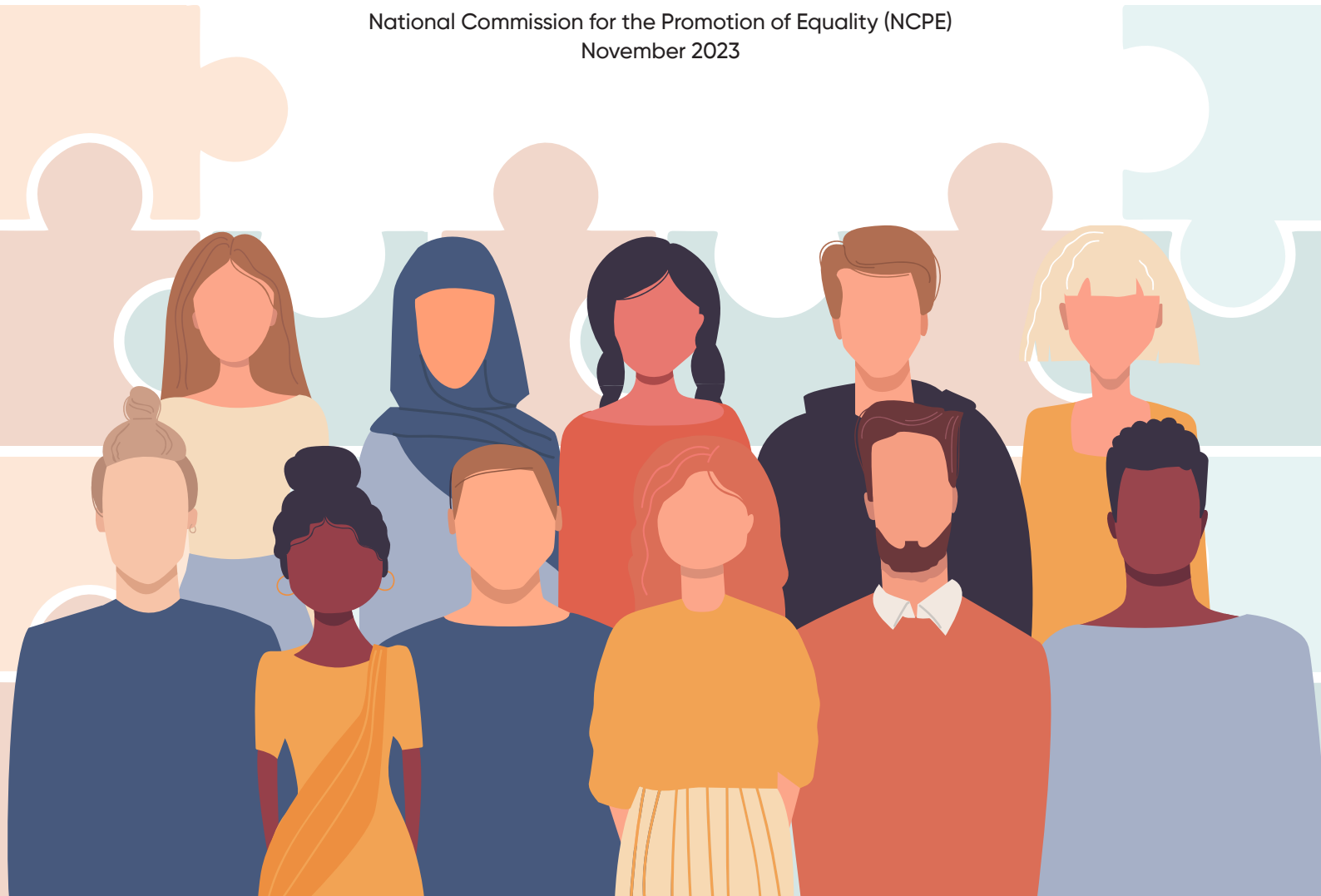


END RACISM^{MT}

Mid-Term Conference Report on the Intra-Ministerial Anti-Racism Action Plans (IMARAPs) within the Project

"TOWARDS THE IMPLEMENTATION OF AN ANTI-RACISM STRATEGY FOR MALTA"

National Commission for the Promotion of Equality (NCPE)
November 2023



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IN ORDER TO ENSURE ANTI-RACISM MAINSTREAMING WITHIN THE DIFFERENT SPHERES OF GOVERNMENT WORK – ENCOMPASSING HUMAN RESOURCES, POLICY DRAFTING AND IMPLEMENTATION, AS WELL AS SERVICE PROVISION – EACH MINISTRY IS REQUIRED TO DEVELOP AN INTRA-MINISTERIAL ANTI-RACISM ACTION PLAN (IMARAP).

The requirement is in line with Measures 2 and 6 of the *Anti-Racism Strategy 2021 – 2023* binding the Maltese Government to mainstream anti-racism and intercultural inclusion across all policy fields and public services as well as committing each Ministry to design an intra-ministerial anti-racism action plan based on the goals, principles, approach and objectives of the Strategy.

The IMARAP process is being coordinated through the 'Towards the implementation of an Anti-Racism Strategy for Malta' (END-RACISM-MT), an EU co-funded project under the Citizens, Equality, Rights and Values 2021-2027 Programme.

This progress report outlines the processes, challenges and opportunities related to the development of the IMARAPs to date.

THE PROCESS

The Human Rights Directorate (HRD), in consultation with the National Commission for the Promotion of Equality (NCPE), started laying the ground for the drafting of the Ministries' IMARAPs by developing a template containing nine core measures to be adopted by each Ministry, as well as an anti-racism glossary to be endorsed by each IMARAP and annexation to them.

In 2022, these documents were circulated among the Ministries and subsequently discussed during the Inter-Ministerial Committee (IMC) meetings on Anti-Racism composed of representatives from each Ministry. In addition, multiple bilateral meetings were held between the HRD and each Ministry throughout the last quarter of 2022.

Based on this template, the Ministries started drafting their IMARAPs. Their first draft was sent to the HRD, which then forwarded it to the NCPE for its review. The latter reviewed the IMARAPs following these criteria:

- Approval of core measures presented in the HRD-provided template and their adaptation to the Ministry's specific context;

- Inclusion of additional, specific measures covering all areas of the Ministry's portfolio;
- Clarity of proposed measures, including sufficient detail about their implementation;
- Envisaged effectivity of proposed measures in addressing racism in society in general, and the public service/sector in particular;
- Implementation of proposed measures;
- Setting of timeframes and responsibilities.

Between the last quarter of 2022 and the first quarter of 2023, feedback provided by the NCPE on each first draft of the IMARAPs was sent to the HRD and, following discussions between the NCPE and the HRD, this feedback was finalised and sent by the NCPE to the Ministry concerned. Subsequently, some Ministries submitted a second draft.

Moreover, bilateral meetings between each Ministry and the HRD were held in March 2023 in order to discuss the feedback given by the NCPE and HRD on the IMARAPs as well as the way forward. When requested by the Ministries drafting their IMARAP, meetings were also held with the NCPE.

During the second and third quarter of 2023, the revised IMARAP drafts were sent to the NCPE for its final feedback before their finalisation and approval by the respective Permanent Secretary.

CHALLENGES AND OPPORTUNITIES

The Ministries submitted their IMARAPs for review and took on board the core measures outlined within the HRD provided template. The provision of this template gave a solid basis on which to build the IMARAP and also helped the Ministries understand its aim and the type of measures that should be included.

Besides the core measures, several Ministries included specific measures relevant to their portfolios. Most measures concerned targeted training to their employees and awareness-raising on anti-racism, both internally to their employees, as well as externally to the general public. Other actions envisaged the inclusion of

anti-racism in service-provision, the inclusion of minority groups in activities and events, the revision of policies and procedures, and research.

Input was provided by the NCPE on how to improve the draft IMARAPs. The main points raised were:

- The need to identify more Ministry-specific measures in addition to the core measures provided by the template;
- Measures should aim to address the most pressing needs related to anti-racism within the sector/s concerned;
- The need for more measures around the spheres of service-provision and policy making;
- Officers participating in anti-racism training should include people in management positions being the current target group of the END-RACISM-MT project;
- Given that many Ministries cover more than one sector in their portfolio, Ministry-specific measures should be identified from across the sectors within the Ministry's responsibility;
- Where the IMARAP listed measures that are already being implemented (such as the implementation of approved national strategies or programmes offered by the Ministry), the IMARAP is to state how these will be reviewed and improved from an anti-racism perspective;
- Measures shall go beyond stating the intention of implementing an action, by providing a plan for its implementation, including details on how and when it will be implemented, and listing the officers responsible for this;
- Measures shall adopt an intersectional approach, by ensuring that the specific needs of women and men from different social groups (such as persons of different ages and sexual orientation) are taken into account in their development and implementation.

The submissions have shown, overall, that most Ministries value devising an IMARAP and are willing to engage with the HRD and the NCPE to identify the most important measures needed to counter racism.

Understandably, since this was their first IMARAP, Ministries had to start from scratch and found it challenging to identify measures specific to their sectors and draft them in the form of an actionable plan. However, discussions with the

HRD and the NCPE led to more targeted and tangible measures.

ANTI-RACISM POLICYMAKING TOOL

During the second quarter of 2023, the NCPE started developing a policymaking tool to support the implementation of the IMARAPs. The main aim of the Tool is to aid public officers tasked with the design, implementation and monitoring of policies in every Ministry, to create and execute policies capable of preventing unlawful discrimination and harassment, as well as to bring about structural changes addressing racial inequalities in their different social and economic manifestations.

Its main intended beneficiaries are public officers at management level and heads of sections within the Government of Malta.

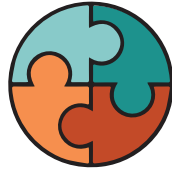
The Anti-Racism Policymaking Tool will seek to facilitate the recognition of racial inequalities by policymakers, as well as proactively eliminating racial inequalities and advance equality, by:

- identification of clear goals, objectives, timeframes and measurable outcomes;
- engagement of communities in decision-making processes;
- identification of the impact of an action, including unintended consequences, and development of measures to address them in order to advance racial equality;
- development of mechanisms for successful implementation of such measures and evaluation of their impact;
- ensuring flexibility in policymaking in order to capture and addressing the different needs and aspirations of groups in vulnerable situations as well as with intersecting inequalities.

THE PROCESS

Research on other similar tools developed and used in different countries was undertaken by the NCPE alongside broader research on integrating anti-racism in government actions. Meetings were held between the NCPE and HRD to discuss the structure of the Tool prior to the development of its content.

Following research and discussions between the above-mentioned institutions, it was decided that the Tool was to be structured as follows:



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1. An introduction outlining the reasons and aims of the tool
2. A list of relevant concepts and definitions
3. A Step-by-Step Guide on integrating anti-racism in policymaking
4. A list of online resources

A first draft based on the above structure was submitted by the NCPE to the HRD for their feedback in June 2023. The Step-by-Step Guide included seven different steps, as follows:

Step 1: Defining the action and its outcomes

Step 2: Data identifying and documenting racial inequalities

Step 3: Community engagement: identifying and engaging stakeholders

Step 4: Examining the causes of racial inequality

Step 5: Impact of action on different 'race' and ethnic groups

Step 6: Design and implementation


Step 7: Monitoring and evaluation

Following submission of the HRD's comments and feedback to the first draft, a meeting was held to discuss the way forward. In September, the NCPE submitted a revised draft with amendments and several additions, namely the inclusion of:

- A scenario for each step providing examples on how anti-racism can be integrated into different areas of government work, to support understanding of the Guide;
- A table for each step to aid the collection of ideas and information by the public officers using the Guide.


Following minor revision by the HRD to the second draft, the text was finalised, to be then designed and published within the mid-term conference of the END-RACISM-MT project.

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