



END RACISM^{MT}

Launch 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)
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LAUNCH CONFERENCE REPORT ON THE INTRA-MINISTERIAL ANTI-RACISM ACTION PLANS (IMARAPs) WITHIN THE PROJECT "TOWARDS THE IMPLEMENTATION OF AN ANTI-RACISM STRATEGY FOR MALTA"

BACKGROUND

In order to ensure anti-racism mainstreaming within the different spheres of Government work – encompassing human resources, policy drafting and implementation, and 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* which commits Government to mainstream anti-racism and intercultural inclusion across all policy fields and public services as well as 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 by 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 connected 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), began laying the ground for the drafting of the Ministries' IMARAPs with the development of a template containing nine core measures for adoption by each Ministry, as well as an anti-racism glossary for endorsement by, and annexation to each IMARAP.

In 2022, these documents were circulated among the Ministries and then discussed during the Inter-Ministerial Committee (IMC) meetings on Anti-Racism composed of representatives from

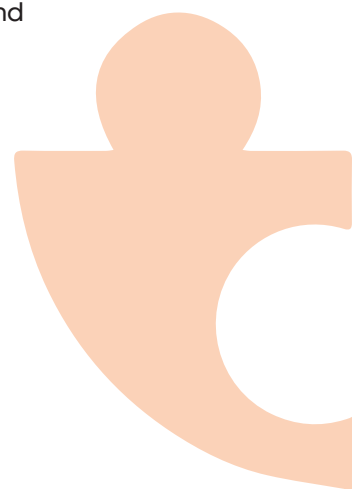
each Ministry. Five IMC meetings were held to date. In addition, multiple bilateral meetings were held between the HRD and each Ministry throughout October 2022.

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

- Taking on board of the core measures in the HRD-provided template and their adaption to the Ministry's specific context;
- Inclusion of additional, specific, measures that cover 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, the NCPE's feedback to each first draft of the IMARAPs was sent to the HRD and, following discussions between the NCPE and the HRD, the 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 NCPE's and HRD's feedback on the IMARAPs and the way forward. When requested, meetings were also held with the NCPE.





CHALLENGES AND OPPORTUNITIES

Most Ministries submitted their first draft of the IMARAP and have taken on board the core measures 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 the aim of the IMARAP 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;
- The need of more measures around the spheres of service-provision and policy making;
- Officers participating in anti-racism training should include people in management positions which are 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 all the different 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 the 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 which officers will be responsible for its implementation;
- 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 when developing and implementing the measures.

The submissions have shown, overall, that most Ministries see the value in 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.

THE WAY FORWARD

The HRD and NCPE will continue providing feedback to the Ministries' IMARAPs. Three Ministries are still to submit their first draft.

Where the second draft has been, or will be, submitted, meetings are held with the HRD to facilitate the draft of a third version that is close to finalisation.

The NCPE will be providing its feedback to the third draft with a view of closing the process and have the IMARAPs ready for adoption by the Ministries. This will lead to their implementation throughout 2023 and 2024, which will then be followed-up and reviewed by the HRD.





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END-RACISM-MT project - 'Towards the Implementation of an Anti-Racism Strategy for Malta Project'


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