



Ending Hate.  
Embracing  
Diversity.

Unite Against Hate 2022

The Unite Against Hate campaign has been delivered by the Centre for Democracy and Peace Building and supported by the Executive Office's Central Good Relations Funding, part of the The 'Together: Building a United Community' (T:BUC) Strategy.



Thanks to the support from The Executive Office's Central Good Relations Funding, the Centre for Democracy and Peace Building delivered "Ending Hate. Embracing Diversity." as part of the longstanding Unite Against Hate campaign.

## But what is Unite Against Hate?

Unite Against Hate is a platform to challenge, educate and mobilise people to face the truth about hate – and end it. Launching in 2014, Unite Against Hate was formulated in response to a world that is increasingly divided, with the realisation that we can all be complicit in this division. Through challenging, educating and mobilising each other and ourselves about our own attitudes and convictions, we believe that we can work towards ending hate and building a better society for everyone.

### At a glance:

## The Situation

Division is on the rise: on geopolitical and local levels the world is becoming increasingly divided. Religion, race, and gender have all become polarising fault lines. In a time of heightened rhetoric and behaviour, suspicion, judgement and hate flourish. If hate is not challenged it will destroy our ability to live together.

## The Insight

We can all be complicit: in this context of division people do not gravitate to where the fractures occur; when things break, people seek security at a distance from the epicentre – on the edges. As a result, people become increasingly desensitised to subtle and pervasive divisions that drive them further apart. Sometimes people can't even see the hate that has crept into their communities, their countries or themselves; and when they do, they often don't know what to do about it.

## The Idea

Unite Against Hate is a platform to challenge, educate and mobilise people to face the truth about hate – and end it.

## The Why

Because we believe that ending hate can build a better society for everyone.

*"Embracing diversity and uniting against hate is crucial in Northern Ireland because we know the consequences of prejudice, discrimination and hatred. We must embrace and support our minority communities and show them that Northern Ireland has learned from the past, and is now a place where diversity is celebrated, not rejected."*

**Baroness Margaret Ritchie  
of Downpatrick, CDPB Chair**

**Unite Against Hate 2022 comprised of four key elements.**

1

## A Workshop Series

led by experts on diversity and inclusion (Deepa Mann-Kler), community relations (Sughra Ahmed) and mediation (Dorcas Crawford), teaching attendees the skills to overcome their biases, build braver communities and communicate in a healthy and conflict-free manner.

2

## Online and On-demand Workshops

based upon the initial workshop series, which we are pleased to announce are accessible to all for FREE on our website.

3

## The Unite Against Hate Pledge

asking people to challenge, reach out and speak out against prejudice and hate crime within Northern Ireland. This pledge received support from across the community within NI and across political parties with several MLAs signing to pledge support.

4

## The Pledge Launch

at the Skainos Centre in East Belfast. This insightful day was organised to include panels discussing topics such as challenges to peaceful relations in NI today, as well as the experiences of ethnic minorities in NI. The pledge itself was launched at the event by the Lord Mayor Kate Nicholl.



1

# WORKSHOP SERIES

Our workshops this year were hosted online via Zoom across three weeks in February, as well as one special collaboration workshop with Diversity Mark NI in March. Workshops were free and open to all.

### Session 1

## 'Without Bias'

with Deepa Mann-Kler, Diversity and Inclusion Specialist

Explored and highlighted how bias impacts all of us, what are the triggers, and what we can do to mitigate the impact of bias.

### Session 2

## 'Building Braver Communities'

with Sughra Ahmed, Founder of Bridging Our Divides

Challenged and explored misconceptions about ethnic and religious minorities and worked to help us to better understand the issues affecting our communities, today.

### Session 3

## 'Conflict without Combat'

with Dorcas Crawford, Conflict Management Consultant, The Better Way

Looked at the skills that help us manage conflict in a healthy, respectful non-combative way.

### Session 4

## Unite Against Hate x Diversity Mark NI

with Dorcas Crawford, Conflict Management Consultant, The Better Way  
and Nuala Murphy, Head of Business, Diversity Mark NI

Looked at the skills that help us manage conflict in a healthy, respectful non-combative way particularly in the workplace.

### Our contributors:



**Deepa Mann-Kler**

Diversity and Inclusion Specialist



**Sughra Ahmed**

Director of Education,  
Robert F Kennedy  
Human Rights UK



**Dorcas Crawford**

Conflict Management Consultant,  
The Better Way



x



**Ending Hate.  
Embracing  
Diversity.**

More info:  
[www.uniteagainsthate.org.uk](http://www.uniteagainsthate.org.uk)





We had a total of **94 attendees** during the series  
with incredibly positive feedback.

*"I realised that my beliefs and my way of doing things isn't necessarily the same as the younger generation. I think as a species we can get caught up in our way of doing things, it was hopeful realising that there are younger people out there that might think differently and be able to fix a lot of the problems that my generation have created. It filled me with a lot of hope for the future."*



*"I really enjoyed the session today; glad I could make it. It has given me loads to think about."*



*"Really enjoyed the science at the start [of the bias session]."*

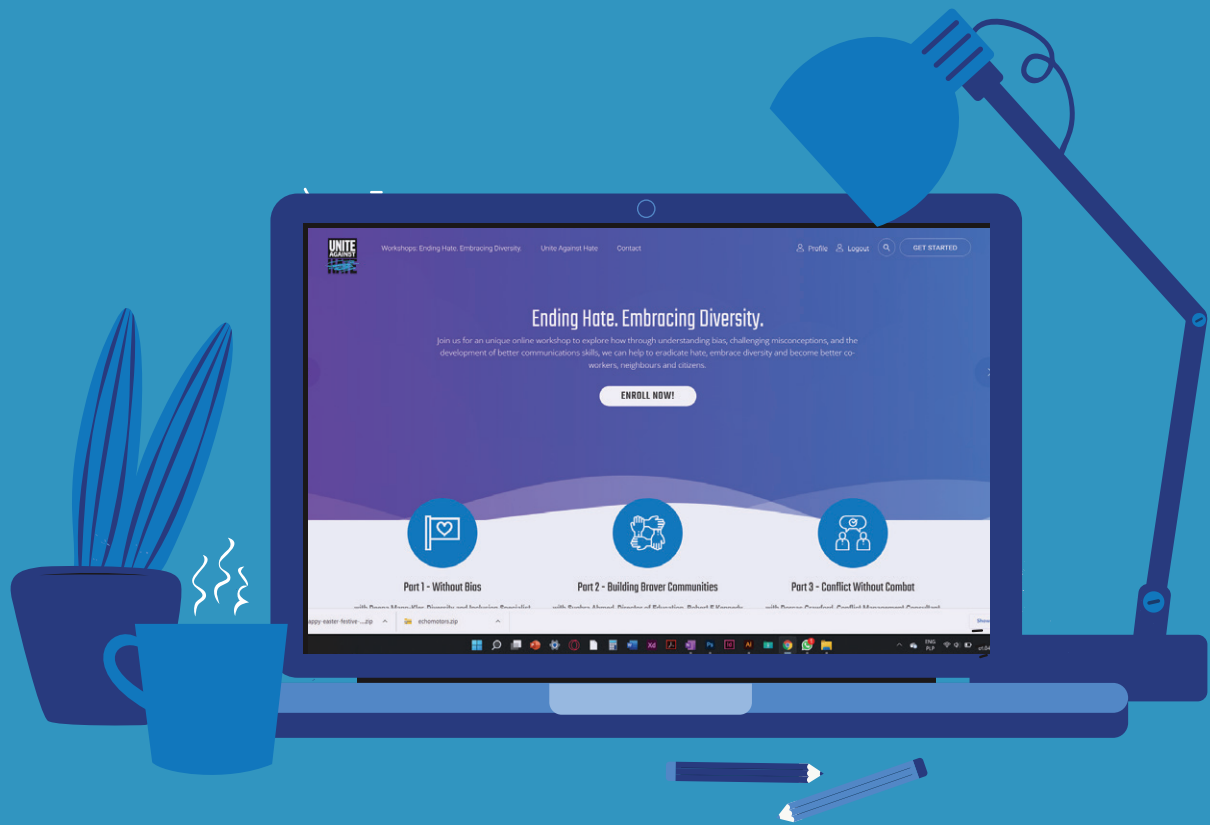
*Always had a bit of an idea about where bias came from but hearing the science behind it, for me, was fascinating and opens up an avenue of discussion I had never contemplated before."*



*"The workshops fascinated me immensely, they were very intellectually stimulating and one of the most rewarding things I had done in a long time."*



- Workshop attendees



2

# ONLINE AND ON-DEMAND WORKSHOPS



**Our online resources were created to act as a legacy of the campaign, and to provide free online and on-demand access to the lessons of our workshops to all.**

These resources are a translation of our lauded Zoom workshops, in which we tackled how to live without bias, how to build braver communities, and how to communicate in a healthy and conflict-free manner.

*"The panel and workshops are something that everyone should experience, and it should be widened out as much as possible, it should be on posters and billboards and there should be a lot more publicity about it. It's something that we are only beginning to look at here and I found it to be so enriching. I think there would be so many people out there to support the message, but they just don't know where to go so it would be great to show that this is not the case."*

**– UAH participant**

We have had **114** people access the workshops so far and look forward to many more learners joining the Unite Against Hate community.

**If you would like to learn about the human brain, the power of active listening and about how policies on snow cleaning can be sexist, visit**

**[workshops.uniteagainsthate.org.uk](https://workshops.uniteagainsthate.org.uk)**

**and sign up for FREE today!**

**Ending Hate.  
Embracing  
Diversity.**

**FREE WORKSHOPS**

**Online/On-demand**

**Learn how to:**

- » **OVERCOME** bias,
- » **BUILD** braver communities,
- » **COMMUNICATE** in a healthy, conflict-free way.

Register at  
**[tinyurl.com/UAHworkshops](https://tinyurl.com/UAHworkshops)**





3

UNITE AGAINST HATE  
PLEDGE

We worked with our Advisory Board to formulate an impactful pledge working to tackle hate crime and prejudice in Northern Ireland today. Our campaign then worked with community groups and public leaders to promote the values of the pledge and to encourage people to sign.

## Unite Against Hate Pledge 2022

*Each of us has a duty to challenge, reach out, and speak out to Unite Against Hate and end prejudice and discrimination in all its forms.*

*By making this pledge, I promise to:*

*Challenge, recognise, and address my own prejudices and misperceptions.*

*Reach out to and learn from those I see as different.*

*Speak out for diversity and inclusion and not stand by when I witness or experience discrimination in any form.*

312

## Total number of signed pledges so far

The pledge itself and the lead up to the launch of the campaign received cross-community and cross-party support particularly on twitter, with tweets or videos encouraging pledgees to sign.

These were posted in the community sector by representatives of the Jewish community, the Polish community, and other community-building projects such as CRAIC NI. Within the political sector, we received signatures and tweets of support from the Alliance Party, SDLP, Sinn Fein, the Green Party, the UUP and the DUP.

We also notably received the endorsement and support of National Hate Crime lead Mark Hamilton and PSNI's Hate Crime Lead Superintendent Sue Steen for the pledge.

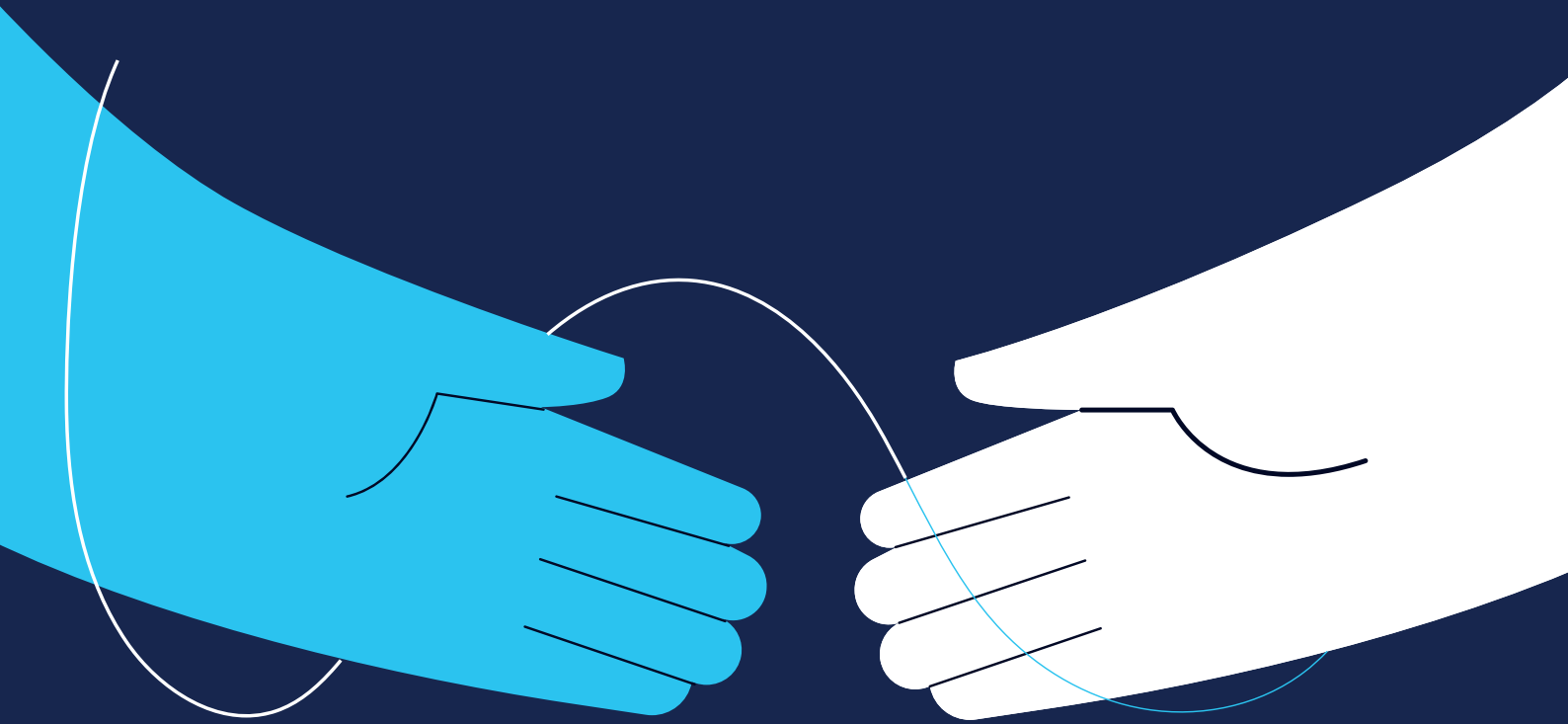


Police Service NI  
@PoliceServiceNI

Deputy Chief Constable, and National Hate Crime lead, Mark Hamilton joins PSNI's Hate Crime lead, Supt Sue Steen to sign the Unite Against Hate online pledge.

You can pledge your commitment to #UniteAgainstHate at [uniteagainsthate.org.uk/pledge/](https://uniteagainsthate.org.uk/pledge/) @Unite\_NI @PoliceChiefs





**WE ARE HERE.**

4

THE PLEDGE  
LAUNCH

# We Are Here. Launch of the Unite Against Hate pledge.

This was an event hosted at the Skainos Centre in East Belfast to mark this year's Unite Against Hate campaign, and the launch of our pledge working to End Hate and Embrace Diversity. The day featured special guests talking about topics related to diversity, inclusion and tackling hate crime, a speech by **CDPB Chair Baroness Ritchie**, a poem written especially for the event by **Nandi Jola**, and with the highlight of the Unite Against Hate pledge official launch by **Lord Mayor Kate Nicholl**. We also aired a special video, We Are Here, in which some of our special panellists were featured.

A special thanks is given to **Eileen Chan-Hu** for her support as MC, and to our wonderful panellists:

**Sean Paul Conlon**, *Homeplus NI*

**Tanaka Chakwana**, *Nhaka.UK*

**Rebekah Njambi Njoroge**, *Student*

**Andre Tavares**, *Photographer/Videographer*

**Lindsay Dube**, *Rio Ferdinand Foundation*

**Bekithemba Mbondiya**, *Randox*

**Patrick Corrigan**, *Amnesty NI*

**Nuala Murphy**, *Diversity Mark NI*

**Sarah Kay**, *Human Rights Lawyer*

## At a glance:

We had **9** incredible panellists at the event.

Over **50** attendees came to the Skainos Centre to celebrate the launch of our pledge.

**4,445** people visited our Twitter feed during the month of the event.

# WE ARE HERE.

## Launch of the Unite Against Hate pledge.

Mon 28 February 2022, 9:30am | The Skainos Centre, 241 Newtownards Road, Belfast BT4 1AF



**Baroness Ritchie**  
Chair of CDPB



**Cllr Kate Nicholl**  
Lord Mayor of Belfast



**Eileen Chan-Hu**  
Founder of Craic NI



**Tanaka Chakwana**  
Assistant Project Manager, Consultant,  
Nhaka.UK Founder



**Sean Paul Conlon**  
Support Worker,  
Board Member Homeplus NI



**Patrick Corrigan**  
Director, Amnesty International



**Nandi Jola**  
Poet, Writer, Storyteller



**Sarah Kay**  
Human Rights Lawyer,  
Community Activist



**Bekithemba Mbondiya**  
Scientist at Randox Labs, Actor, Model



**Nuala Murphy**  
Head of Business, Diversity Mark



**Njambi Njoroge**  
Student at Queens University



**Tolu Ogunwa**  
Director of Photography



**Andre Tavares**  
Photographer,  
Visual Content Creator



*"I was really happy to be on the panel and to share my experience and then for it to be received well as well and for people to interact with it. It was informative to learn about other people's experiences as well who I usually would never hear from or speak to, having grown up in a very specific part of Belfast, so learning about others' experiences was great."*

*"After the panel, I felt good and that I wanted to explore more of this kind of work. I have begun to explore more of this kind of activity with my own organisation and looked into what we can do to promote more harmony and look to do more around this subject."*

*"At one point I was sitting in the panel thinking that as a child I never believed that our stories and experiences would hold weight. I appreciate that we were given the opportunity for that. It felt very healing."*

**- We Are Here pledge launch panellists**



# COLLABORATIONS

This year we held some wonderful partnerships enriching the campaign immensely, and so we would like to give thanks to the following:

our inimitable workshop leaders

**Deepa Mann-Kler** (Diversity and Inclusion Specialist),

**Sughra Ahmed** (Founder of Bridging Our Divides)

and **Dorcas Crawford** (Conflict Management Consultant);

**Diversity Mark NI** for holding a special place in our campaign as we co-hosted a workshop on conflict and communication with its Head of Business, **Nuala Murphy**;

**Imagine Belfast**, our brilliant partners who helped us to deliver a special day to mark the International Day for the Elimination of Racial Discrimination, at which we hosted **Lord Boateng**;

**Brown O'Connor Communications** for their support during the campaign.

To find out more about the campaign and to access our free online and on-demand workshops, visit

[www.uniteagainsthate.org.uk](http://www.uniteagainsthate.org.uk)





**We would like to thank the following people and organisations for recording videos to support our pledge:**

**Andre Tavares**, Photographer and Visual Content Creator

**Cara Hunter MLA**, SDLP

**Eileen Chan-Hu**, CraicNI

**Joe Walsh**, Rainbow Project NI

**Julie-Anne Corr-Johnston**, UUP

**Kate Nicholl**, Lord Mayor of Belfast

**Michael Black**, The Jewish Community NI

**Michelle O'Neill MLA**, Sinn Féin Vice President

**Nandi Jola**, Poet and Activist

**Naomi Long MLA**, Minister for Justice

**Pamela Cameron MLA**, DUP

**Patrick Corrigan**, Amnesty International NI

**Patrick Yu**, NI Council for Racial Equality

**Rachel Woods MLA**, Green Party

**Rebekah Njambi Njoroge**, Student at QUB



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# MEDIA COVERAGE

## Public encouraged to Unite Against Hate

February 28, 2022



Unite Against Hate will today launch a pledge urging the public to challenge, reach out and speak out against hate in Northern Ireland.

People are being encouraged to sign the pledge to show their commitment to tackling prejudice and discrimination in Northern Ireland. This comes as recent PSNI statistics have shown that an average of eight hate crimes or incidents are reported to the police every day across the region, with figures of racist and sectarian incidents rising every year.

Business First: 28.02.2022

## Campaign urges public to speak out against race hate

"Northern Ireland is my home. I would like to see it as a home for everyone." Social affairs reporter Claire Simpson speaks to entrepreneur Eileen Chan-Hu about her support for a new anti-racism campaign



Eileen Chan-Hu, from Belfast, is supporting the Unite Against Hate pledge

CLAIRE SIMPSON

28 February, 2022 01:00

Twitter Facebook LinkedIn



Justice Minister Naomi Long is supporting a campaign against race hate

WITH race hate crimes on the rise in Northern Ireland, a new campaign is urging the public to take a stand.

Campaign group Unite Against Hate will today launch a pledge asking people to challenge and speak out against race hate in Northern Ireland.

According to the latest PSNI figures, racist hate crimes jumped sharply over a 12-month period with 864 reported between October 2020 and September 2021 – a rise of 276 on the previous 12 months.

For social entrepreneur Eileen Chan-Hu, from Belfast, the campaign

has a personal significance.

Irish News: 28.02.2022

## Campaign calls on public to speak out against race hate

"Northern Ireland is my home. I would like to see it as a home for everyone." Entrepreneur Eileen Chan-Hu speaks to social affairs reporter Claire Simpson about her support for a new anti-racism campaign

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For social entrepreneur Eileen Chan-Hu, from Belfast, the campaign

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"Northern Ireland is my home. I would like to see it as a home for everyone." Entrepreneur Eileen Chan-Hu speaks to social affairs reporter Claire Simpson about her support for a new anti-racism campaign

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Sunday Life: 27.02.2022

Irish News: 28.02.2022







## CONCLUSION

### At a glance:

**94** people attended our online workshops led by experts on diversity and inclusion, building braver communities and mediation.

**312** people have signed our pledge so far committing to challenge, reach out and speak out against prejudice and hate crime within Northern Ireland.

**8,447** people visited our Unite Against Hate Twitter page during the campaign.

Unite Against Hate had an incredibly impactful year in 2022 by drawing attention to the issues of hate crime and prejudice in Northern Ireland, teaching participants the skills to tackle this, encouraging communities to pledge to end hate crime and through the press publications surrounding the campaign which championed the voices of ethnic minorities within Northern Ireland and their experiences with hate crime and prejudice.

Other outcomes from the project were definitively an increase in confidence particularly for the panellists at the pledge launch event who felt that their voices were recognised and considered after taking part in the event. This also led to greater trust built with other attendees and consequently people from outside of their milieu. An increase in confidence also came from our final workshop which taught people the skills to handle difficult conversations with ease, and many commented stating that the lessons would be useful going forward in situations ranging from familial to organisational conversations.

Our project participants represented a broad cross-strata of communities, political affiliations, and ethnicities. The pledge itself and the lead up to the launch of the campaign received cross-community and cross-party support particularly on twitter, with tweets or videos encouraging pledgees to sign. These were posted in the community sector by representatives of the Jewish community, the polish community, and other community-building projects such as CRAIC NI. Within the political sector, we received signatures and tweets of support from the Alliance Party, SDLP, Sinn Fein, the UUP, the Green Party and the DUP. The attendees for our workshops were similarly very diverse, with attendees from the polish community, the Jewish community, the South Asian community, the Caribbean community and other faith and interest groups. We believe that we engaged with individuals throughout the programme that would not normally have engaged.

For example, one of our panellists who had not engaged in an experience like this prior sent the following feedback:

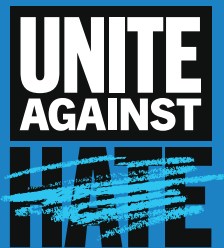
*"At one point I was sitting in the panel thinking that as a child I never believed that our stories and experiences would hold weight. I appreciate that we were given the opportunity for that. It felt very healing."*

## CONCLUSION, continued

Overall, the project has been incredibly successful and reached a diverse range of community groups and individuals on our journey to Unite Against Hate and end prejudice and hate crime in Northern Ireland. We gathered a phenomenal amount of support both online via Twitter across the political spectrum demonstrating a cross-party effort as well as in person with attendance at our pledge launch event at the Skainos Centre, Imagine Belfast and online presence at our workshops. We gave many people the opportunity to work with us in challenging their biases and learning the skills to be better community members and communicators, inspiring confidence, and proactivity within all involved. We also gave a voice and platform to individuals within NI at our pledge launch event and within the press to share their experiences not only of hate crime and prejudice within NI, but also the positive experiences that they have had and their ideas to make NI a more inclusive, tolerant, and safe place in which to live. We are incredibly proud of Unite Against Hate 2022 and thank all those who helped us with our aim of working towards a more united community and inspiring people to Unite Against Hate across communities, political divisions, and geographies.

***The Unite Against Hate campaign is delivered by the Centre for Democracy and Peace Building and supported by The Executive Office's Central Good Relations Funding programme, part of Together Building United Community.***





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