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A Good Process

Adopt a process so intercultural learning can take place

This document lists ideas and case studies that you can use or adapt for your own school. No doubt, you will also have ideas of your own.

*The important thing is not **What** you do but **How** you do it - ensure the **process**...*

- Includes the wider school community - parents, students (including SEN), teachers and others
- Allows students from diverse cultural backgrounds to see their culture from a position of strength
- Allows students from the dominant cultural group to consider their position and level of power in society, and celebrate their own cultural heritage
- Challenges stereotypes and racism
- Explores minority cultures and ethnic groups including Irish Traveller culture, Roma culture and Irish Culture in your activities and events

It is better to do a few things well than to take on a lot of actions. If something doesn't go to plan - explore the reasons why with those involved. This can often be the best intercultural learning experience.

Understanding how racism operates in our society is a crucial starting point for teachers (See the on-screen course, Yellow Flag Self Awareness Training). In your action plan include work that celebrates diversity, helps people learn about discrimination/privilege and challenges racism.

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Classroom Work

- Try to make cross-curricular links when doing work
- Rather than having one-off activities - have a series of lessons, projects and activities that build on a theme and link it to wider school events
- Think about how you can link classroom work to stories of racism and privilege in the real world

	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
1. Go to the 'classroom resources' page of the Yellow Flag website and see how teachers can integrate intercultural learning into their subject areas	✓	✓	
2. Have lessons, short courses and discussions about identity and belonging, similarity and difference, human rights and responsibilities, discrimination and equality, conflict and conflict resolution (See classroom resources page)	✓	✓	✓
3. Have teachers and members of the parents' association meet to do the on-screen course 'Yellow Flag Self Awareness Training'. Invite parents and teachers from diverse cultural groups to enhance the learning experience. Make plenty of time for discussion (in a safe learning environment)	✓	✓	✓
4. Learn about the history of oppressed groups, most importantly, learn about how they have worked to <i>overcome</i> that oppression. Bring it home - give consideration to the oppressed groups in Ireland and actions they have also taken to overcome that oppression	✓	✓	✓
5. Listening and making music from different cultures	✓		
6. Setting up a 'culture corner' for your class, where people can bring in artefacts that are important to their family/culture - sharing cultural stories and values	✓		
7. Looking at champions and heroes from various cultural groups	✓		
8. Identifying when there is a lack of diversity - reflecting on why particular groups or perspectives aren't included in a text or event. Exploring why many texts/organisations or events include only people from a particular cultural group	✓	✓	✓
9. Looking at the historic experience of Irish people who were discriminated against in England and America - how they worked to overcome this oppression/comparing this with the experience of migrants in our country and other countries today		✓	
10. Reading story books and listening to stories that depict different cultural groups (early primary) - using these as a launch pad to help understand concepts of discrimination, culture, diversity and inclusion	✓	✓	
11. Performing drama that deals with the Yellow Flag themes	✓	✓	



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	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
12. Making videos/pictures that document your school's story/or a person's cultural story	✓	✓	
13. Talk about ethnicity, race, racism, discrimination - make it normal for your school	✓	✓	✓
14. Exposing students to multiple perspectives on an issue	✓	✓	
15. Show and tell - inviting students to 'show' something that is important to their cultural group and tell their story	✓		
16. Promoting dialogue, active listening and critical thinking between students	✓	✓	✓
17. Holywell Educate Together National School in Swords wanted their school to have a common understanding of definitions about diversity and racism. First the teachers worked together to put the definitions from the Yellow Flag Handbook into a form that young children could understand, thereby helping their own understanding of the terms. They came up with a sheet: 'What is culture, what is diversity, what is racism'. Then, they went to the senior classes and asked them to think of examples for each of the definitions, thereby helping the young people to understand the terms and making them relevant for the real world. This list and examples was then distributed to all the classes in the school so that a common understanding was adopted by all teachers and students. A great intercultural learning process*	✓	✓	✓
18. Creative writing to explore the Yellow Flag themes - using a trip to an ethnic shop, a cultural centre, a class speaker, a film or poem as a launch pad for students' own creative writing	✓	✓	
19. Shopping in different ethnic shops and cooking recipes from different cultures in school	✓		
20. Critically reading texts - stories, films, magazine pictures etc - to recognise racism - how texts can subtly affirm people from one culture/sex/ and demonise or devalue others	✓	✓	✓
21. Asking students to share information (peer teaching) or do projects about their different beliefs and cultures	✓	✓	✓
22. Acknowledging and celebrating Traveller ethnicity, learning more about Traveller values and culture	✓	✓	
23. Do up posters of fun/positive facts about all the diverse cultures represented in the school, include (famous) role models from different cultures & countries	✓		
24. Learn about and guide students on how to bust myths and stereotypes, particularly negative ones that are said about the different cultures or nationalities represented in the school	✓	✓	✓



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	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
25. Make an intercultural board game	✓	✓	
26. Work on a project in class, finding out about a cultural group. Then extend your learning, by visiting a cultural site, inviting a speaker from that community, doing activities associated with that cultural group	✓		
27. Get teachers from each class to develop a lesson around a particular theme (e.g. learning about racism), then share these lessons with other teachers - a great way for teachers and students to learn	✓	✓	
28. Helping young people from diverse cultural backgrounds take the lead in making story books for younger children that depict people from their cultural groups (e.g. Travellers, African-Irish, etc.) - organising student 'teams' to collaborate in making story books, e.g. giving each student a task - story, pictures, layout, typing, editing, printing etc.	✓	✓	✓
29. Choosing English novels, plays and films that create discussion around diversity, identity, belonging and racism (there are relevant texts on the primary, junior cycle and senior cycle English syllabus)	✓	✓	
30. Help kids learn about discrimination - treat kids differently on the basis of having blue or brown eyes - give brown eyed kids better treatment (this needs a skilled facilitator and to be planned well), the following day do it the other way round. Most importantly talk to kids after, what have they learned from it?, how did it feel?, what would they do differently as a result? <i>(See http://www.janeelliott.com/workshop.htm, many of the films referenced are available for free online)</i>		✓	✓
31. Teach young people how to challenge racism when they see or hear it (safely)	✓	✓	✓
32. Create a school newsletter – celebrating diversity in your school	✓	✓	
33. Following work on positive identity formation (being proud of our identities), talk to students about how they want to be identified - e.g. Irish, Irish Traveller, African Irish etc. - this can be decided by students. Involve parents also	✓		✓

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Going beyond the School Walls

	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
34. Involve parents in the planning of inter-cultural events	✓		
35. Coffee mornings for parents from diverse cultural backgrounds, or set up a parents' room	✓		✓
36. Language classes in school for families	✓		✓
37. Inviting speakers to talk to students from community or religious organisations - e.g. the local Traveller organisation or a migrant organisation	✓	✓	
38. Visiting cultural sites important to students or cultural sites that inform students about different ways of life	✓		
39. Working together (parents, teachers, students) to listen to each other and deal with any controversial issues - creating safe spaces to share views <i>(See classroom resources page)</i>	✓	✓	✓
40. Creating space to work with parents, families, teachers and board to agree on how time dedicated to religion in school will be spent by children who do not share the religious ethos of the school	✓	✓	✓
41. Creating time/space for parents and teachers to learn more about interculturalism and addressing racism		✓	
42. Story telling - asking students to write stories from their different cultures, asking parents to come in and tell stories about their past or culture, listening to stories in different languages (students could translate), choosing stories from the curriculum that highlight diverse cultural experiences	✓	✓	
43. Parents meetings/workshops - to help parents understand the culture in the school and understand what is expected of them and their children. Involve parents in the design of workshops to make it accessible to them, with a focus on building positive relationships between parents and school staff	✓		
44. Involve parents and students in making a cook-book, collecting recipes, using this as a pre-cursor to an intercultural celebration	✓		
45. The North Presentation Primary School in Cork ran a successful language promotion project. They invested in bi-lingual books and then used them for child and parent reading sessions. They also chose a different language each month, so that children taught each other. A great intercultural learning process*	✓	✓	
46. School community movie viewing - schools could choose to show a movie that depicts a diversity issue they want to learn more about. Parents, staff and students can be invited. (Beware of movies that depict White saviours - they can perpetuate un-intended stereotypes). Use movies as a site for discussion and explore the major themes	✓	✓	✓



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	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
47. Intercultural events for the whole community (including Traveller and Roma culture) that celebrate food, fashion or games from different cultures. Ensure that these events are the end product of a process where students learn more about each other's cultures. Think of ways that you can get people talking to each other at the event. Ensure that food celebration days don't fall within Ramadan or other cultural celebrations that are important to students in the school	✓		
48. Muire na Mainistreach national school in Killarney hold an annual culture week. Pupils take part in activities, such as music, dance, games, projects and art that celebrate the cultural, religious and ethnic groups in the school. Families and community groups are invited in for workshops, international food days and Q and A sessions. It ends with Culture Day where pupils wear their traditional dress or country colours and bring in books/toys/objects that represent their culture to share with their peers. The pupils really enjoy it and now ask at the beginning of the year when it is going to be on again. Parents particularly enjoy it too and are very enthusiastic when asked to come in for these organised activities. They like to share their traditions with the pupils. A great intercultural learning experience*	✓		
49. Hold a symbolic event for the Yellow Flag year, plant a tree or a garden, paint a mural, candle-light ceremony for a symbolic day, invite the school community to attend. Talk with students about what could be done	✓		
50. Ask key parents to take on specific jobs - translating notices/letters; cookery demonstration; music or dance demonstration; have a stand for Intercultural Day	✓		
51. Explore with the parents' association how to engage parents who are not currently involved	✓		
52. Encourage the parents' association to explore issues of interculturalism and how strong relationships can be built between communities	✓	✓	✓
53. Set up an inter-cultural parents' craft, reading or cooking group to meet on the school premises	✓		✓
54. St. John's National school in Louth is situated near a direct provision centre. 40 students from the centre were attending the school, however none of the local community had ever visited there. They decided to have a day of school in the centre and each child invited a friend. It was a fun and emotional experience, for parents and children, as they had never been allowed to have friends back before. The project broke down a lot of stigma about the centre and strengthened relationships between the communities. A great intercultural process*	✓	✓	✓
55. Link with local and national groups who can support your equality agenda	✓	✓	



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	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
56. Do preparatory work with classes and then bring in a guest speaker who can tell them more about the topic - e.g. doing work on Roma Culture and then inviting somebody from a Roma project to talk with the class	✓	✓	
57. Playing games in the yard from different cultures/finding out from parents games they played when they were young/getting parents to come in and show kids games they know or showing kids at home/making a book of games	✓		



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The Intercultural School

	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
58. Celebrating Seachtain na Gaeilge to celebrate all forms of our diverse Irish culture, celebrating the Irish language	✓		
59. Through discussions with different groups, provide spaces (or a common space) for different kinds of worship	✓		✓
60. Find out from students days of importance for different cultural groups in your school - e.g. Chinese New Year, Diwali, Christmas, Eid ul-Fitr etc.	✓		
61. Make a school calendar based on the UN Convention of the Rights of the Child or on the cultural days of importance to students	✓		
62. Update your school library - to include books that have pictures and tell stories about people from diverse cultural backgrounds, and books in different languages	✓		✓
63. Organising a concert programme on an inter-cultural theme	✓		✓
64. Set up a homework club to support EAL learners or learners that have limited support with school work at home, to enable equal learning outcomes for learners from all ethnic groups	✓		✓
65. Work hard to build more positive relationships between students/students and teachers		✓	✓
66. Riversdale Community College in Dublin worked on displays for all the cultures and nationalities they had in the school. They also collected the flags, including a flag for Traveller and Roma communities. Then they invited students to have their picture taken beside their flag, which they were eager to do. The pictures were then displayed in the school and gave the young people ownership of the process. The creation of an atmosphere of respect and celebration for all cultures, including the Traveller and Roma cultures, made this possible. A great intercultural learning process*	✓	✓	✓
67. Changing or diversifying the menu in the school canteen	✓		✓
68. Display photos, artwork, images, words in different languages around the school	✓		
69. Set up a buddy system - where older students build relationships with younger students and look out for them in school. Train peer leaders on equality and inclusion. (See classroom resources page)	✓		✓
70. Hosting an orientation week to enable all students (including students from diverse cultural backgrounds) to settle into school and learn the school rules and culture	✓		✓
71. Cultural Fusion! Getting dancers, artists, poets, hiphop, traditional singers, rap performers from different cultural groups to work together to develop a new art performance	✓		✓

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	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
72. Creating opportunities for people from different cultures to work together on projects and activities - this will help them to learn more about each other. If conflicts arise, helping them to resolve these in a way that respects the differences that people bring. Brilliant intercultural learning!	✓		✓
73. Adopt an intercultural theme for World Book Day	✓	✓	
74. School debates, e.g. motions – 'Ireland, the land of one hundred thousand welcomes', 'Racism is a thing of the past', 'Skin colour doesn't matter in modern Ireland'. Ensure you agree ground rules for the debate	✓	✓	
75. Poetry, rap or stories about diversity. Taking part in the Yellow Flag art competition	✓		
76. Taking part in <i>Show Racism the Red Card</i>	✓	✓	✓
77. Development Education Projects – Supporting initiatives that challenge oppression at home and abroad (A Whole School Approach to Human Rights Education)	✓	✓	
78. Focussing on a diversity related theme for a term or year	✓		
79. Using restorative practice to resolve conflict (including intercultural conflict), see <i>A Community - Wide Restorative Practices Programme: Implementation Guide</i> by the Childhood Development Initiative for some guidance and information on restorative practice	✓	✓	
80. Host events/special classes as part of anti-bullying week and anti-racism week	✓	✓	
81. Giving an intercultural angle to traditions you already have in your school - e.g. Mental Health Week or St. Patrick's day. Looking at how racism affects a person's mental health or celebrating the diversity of what it means to be Irish on St. Patrick's Day	✓	✓	
82. Explore with students the stereotypes they have about particular groups - help to de-construct stereotypes, so students can see others for what they are	✓	✓	✓
83. Challenge racist, homophobic, sexist views when they are made	✓	✓	✓
84. Start a school blog about your school's Yellow Flag experience, upload videos and interviews	✓	✓	
85. School-wide book reading - adopting a reading list that showcase aspects of diversity - involve parents, teachers and students in reading! Set up a book club!	✓	✓	
86. Diversity-proofing school rules and policies, to ensure they are inclusive, easily understood and don't have unintended consequences for certain groups	✓	✓	✓
87. Involve the whole school in developing a diversity code (step 8)	✓	✓	✓



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	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
88. Involve parents in enhancing the schools anti-bullying procedures, in particular get views on addressing racist and anti-Traveller bullying	✓	✓	✓
89. Hold a parents evening on the new anti-bullying policy, ensure identity-based bullying (racist and anti Traveller bullying) are explained in this	✓	✓	✓
90. Work with the Student Council to understand their responsibilities to represent all students; create positions/officers on the Student Council for students from diverse cultural backgrounds; challenge the Student Council to work on an intercultural project to create understanding and dialogue throughout the school. The Irish Second-Level Students' Union has developed a Charter for Inclusive Schools - why not work to have your school endorse and commit to it too	✓	✓	✓
91. Make your school a Place of Sanctuary - understanding what it means for those who need to leave their home country and committing to create a community of welcome and refuge. www.ireland.cityofsanctuary.org has a special section for schools with resources and information	✓	✓	✓

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Ideas on how to promote & include Traveller Culture

Traveller and Roma culture can and should be included in all of the initiatives already listed. However here are some more ideas about how to include Traveller and Roma culture specifically.

There is a lot of negative stereotyping about Travellers both in the media and in wider society in Ireland.

A key part of the Yellow Flag Programme is to break down these negative stereotypes and see Traveller Culture from a position of strength. This should be done by schools, whether they have Traveller students or not.

If a school has Traveller students, enabling them to have pride in their identity is crucial.

	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
92. Identify good sources of information to do project work on Travellers (there is a lot of mis-information online). See our list of texts and helpful websites you can use under Step 7. Direct project work so that it breaks down stereotypes and shows the valuable work Travellers do	✓	✓	✓
93. Celebrate Traveller Pride Week - the dates for this change every year. Contact the Irish Traveller Movement to find out when it happens this year, Tel: 01 679 6577	✓		
94. Display Posters and pictures in the school promoting Traveller culture and positive Traveller role models (Pavee Point have developed some posters you can use or take inspiration from)	✓		
95. Involve Traveller children and parents in activities to promote Traveller Pride	✓		
96. Find out where your local Traveller Organisation is (List of Traveller Organisations on Yellow Flag website) and talk to them about how they can get involved in your Yellow Flag Programme or joining your Diversity Committee	✓	✓	
97. When exploring languages in school include the Cant language. Involve Traveller children and parents in finding Cant words, display the Cant language along with other languages	✓		
98. Carry out Traveller Culture awareness training with staff - talk to your local Traveller organisation about this. Find out from staff beforehand what they would like to find out more about	✓	✓	✓



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	Valuing Diversity	Learning about discrimination & racism	Taking action to challenge racism
99. Invite Traveller representatives or parents to talk to students about their culture. Support this session by preparing students in advance - doing some project work on Traveller culture and preparing questions to ask	✓	✓	
100. Holywell Educate Together National School in Swords found it difficult to find resources about Travellers that were suitable for young learners. Having created an environment where all children felt safe and respected, they invited a young Traveller student to do a project about her culture. She researched the topic herself and did a Powerpoint presentation about Travellers, the different kinds of homes they live in, their celebrations, families and things that were important in her life. This presentation has now become a learning tool for others about Traveller Culture. A great intercultural learning process*	✓	✓	✓
101. Invite Traveller students to do projects on their culture, celebrations, families or values	✓	✓	✓
102. If doing projects around food, fashion, games or sports include a Traveller angle. Talk to parents and young people about their past-times, games, food etc.	✓	✓	
103. With young Travellers, write stories that involve Travellers and illustrate them - they could make story books for younger children	✓		✓
104. Visit local Traveller projects or sites (if it is possible)	✓		
105. Promote the visibility of Travellers in the school, include Traveller and Roma culture in displays about culture	✓	✓	✓
106. When displaying flags, include the Roma Flag. Irish Travellers also have the Irish flag, but you can identify Irish Travellers as an Irish ethnic group	✓		
107. Read books that include Cant. 'Are you Gloring, Are you Listening?' is a collection of cant short stories written by Traveller children in Ennis. Available to buy from info@eetns.ie, 065 682 0070	✓		✓
108. Think about how you can welcome new Traveller families to your school - what would make them feel welcome?	✓		✓
109. Watch videos about Traveller culture and music (see our list of texts under Step 7)	✓	✓	
110. Celebrate the anniversary of the Irish state's official recognition of Traveller ethnicity - 1st March 2017	✓		
111. Work to build strong positive relationships between the school and Traveller families - Let parents know when their children are doing well and be proactive about communicating with Traveller parents	✓		✓