



Irish Council for  
Civil Liberties



## **CONSULTANCY OPPORTUNITY: Developing Project on Racial Profiling by Police in Ireland**

### Introduction:

The Irish Council for Civil Liberties (ICCL) is an independent NGO that works to protect and promote human rights in Ireland. The Irish Network against Racism (INAR) is an NGO that works to combat all forms of racism in Ireland. Together we are seeking a paid consultant to assist with a project to analyse the extent of racial profiling by members of An Garda Síochána, identify good practices in combating racial profiling and produce written outputs, including a report to assist policy makers and a rights-based guide to assist those who may experience racial profiling.

**This project is funded by the Irish Human Rights and Equality Commission's Human Rights and Equality Grants Scheme 2021.**

### The Project:

#### *Outputs*

The Consultant will:

1. Undertake research to identify the relevant legal and policy framework, existing resources, and comparative best practice systems to combat racial profiling by police.
2. Conduct participatory research workshops with communities affected by police profiling with two aims:
  - i. to empower participants by sharing rights knowledge and advocacy tools and
  - ii. to gather information to better understand the issue and identify gaps in resources.
3. Draft a report on racial profiling by police in Ireland, drawing on research carried out at earlier stages of the project and working with data drawn from INAR's iReport tool (<https://inar.ie/ireport-reports-of-racism-in-ireland/>).
4. Develop practical tools that respond to gaps identified at the workshops, such as a written guide with information on support services and how to access justice mechanisms.
5. Assist with dissemination of the report and the guide to all relevant stakeholders.

### Requirements

The successful applicant will have:

#### *Necessary*

- i. In-depth knowledge of policing law and practices;
- ii. In-depth knowledge of human rights law and Irish constitutional law;

- iii. Excellent written and oral communication skills, including experience in report writing;
- iv. An academic qualification in law or related subject.

*Desirable*

- i. Experience in developing practical tools;
- ii. Experience conducting workshops and/or focus groups;
- iii. Experience working in a human rights context;
- iv. Lived experience as a member of a community that may be subject to racial profiling.

Timescale – 10 months:

- Initial desk research and outreach to communities (Month 1 and 2)
- Workshops with affected communities (Month 3 and 4)
- Report writing (5 and 6)
- Development of Practical Tool (7 and 8)
- Finalisation and Distribution (9 and 10)

The Consultant will be supported by and report to staff from ICCL and INAR.

Fee: €7,200 plus expenses related to the workshops.

Contact: For more information please contact [info@iccl.ie](mailto:info@iccl.ie)

*ICCL and INAR are equal opportunity organisations. Candidates from minoritised groups/groups who may experience profiling are particularly encouraged to apply.*

**Please submit applications to [info@iccl.ie](mailto:info@iccl.ie) with the subject line ‘Consultancy Application: Police Profiling Project’ by 5:30pm, 18 February 2022.**