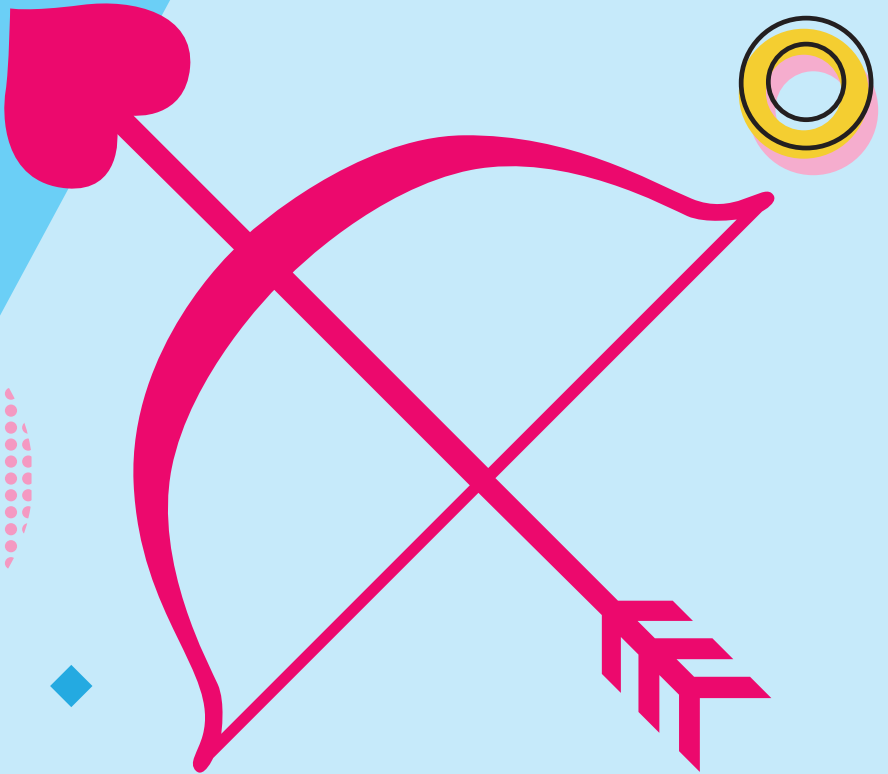


BE THE ARROW NOT THE TARGET



**Let's explore together how to destroy a thought
of hate, with a stronger thought of love!**

**Let's discuss about how to oppose a thought
of war with a greater thought of peace!**



Youth Work Ireland
Galway



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



INTRODUCTION

FROM

GRACE MCQUAID

Hello, my name is Grace McQuaid and I'm one of the young people who was involved in the making of this project!

It all started back in October of 2020 with my youth council, which consisted of five other girls, Anisha, Esther, Ranya, Chloe, and Brigid. Our topic of the year was, racism. This decision was heavily influenced by the uprising of the Black Lives Matter movement and our eagerness to learn more about challenging our prejudices.

In the beginning of 2021, our youth worker at the time Aoibheann suggested she bring in Carmel Irandoust, an incredibly inspiring woman, to do some workshops over zoom about challenging prejudices.

These workshops helped us reflect on our own prejudices and gain new perspectives on different types of prejudice and how they affect the people around us.

These workshops sparked dialogue among ourselves and our friends in school. Through this dialogue we created in our school environment, I learned a lot about the negative experiences people in our school had been having surrounding racism.

From these conversations I started to compile a list of issues and I made an appointment with our school principal to talk about the issues in our school surrounding racism.

Our principal was very understanding and asked me what I thought the school should do to combat the negative experiences students had been having, and I said workshops, education. So that's what we did. Immediately after this meeting with the principal, we came together to create this project.



WORKSHOP AT TAYLOR'S HILL SECONDARY SCHOOL GALWAY

We are all very proud of this project. "Be the arrow, not the target" is a name inspired by something Carmel touched on in our workshops. Us young people are the metal tip of the arrow, and Carmel, Aoibheann, our principal and all the adults in our lives pushing us towards our goal, are the wooden shaft.

I hope this gives you further insight into what this project is about, and I hope it inspires you to take action in your own life, be it on this topic or a completely different one!



OUR MISSION

The mission of this workshop, if you choose to accept it, is:

- Get you thinking about issues that impact you and those around you.
- Start a conversation about being an arrow not a target.
- Understand, Reflect and Challenge our own prejudices.
- If you are a student, teacher, youth worker or somebody who would love to host a workshop like this, use this booklet and let us know how it went. Or you can ask us to help you run a workshop in your school, youth project or community. This can be done by contacting us.





**Individually
we are each
one color,
together
we make
a rainbow.**

“We must seek to build together an active citizenship, one based on participation, equality, respect for all and the flowering of creativity. A confident people is our hope, a people at ease with itself, a people that grasps the deep meaning of the proverb – Ní neart go cur le chéile- our social solidarity.”

(There is no strength without unity).”

THE PRESIDENT OF IRELAND, MICHAEL D. HIGGINS



DEFINITIONS

DISCRIMINATION:

The unfair treatment of people and groups based on characteristics such as race, gender, age, or sexual orientation.

STEREOTYPES:

A widely held but fixed and oversimplified image or idea of a particular type of person or thing.

MICROAGGRESSIONS:

A comment or action that subtly and often unconsciously expresses a prejudiced/hostile attitude toward a member of a marginalized society whether intentional or unintentional.

PREJUDICE:

"Prejudgment" An unjustified typically negative attitude toward an individual.

ONENESS:

The quality or state or fact of being one: such as. a : singleness. b : integrity, wholeness. c : harmony. d : sameness, identity.

UNITY:

The state of being united or joined as a whole.

LOVE:

A feeling of warm personal attachment or deep affection

ACTIVE CITIZENSHIP:

Citizens taking opportunities to become actively involved in defining and tackling the problems of their communities and improving their quality of life.

CULTURAL ICEBERG WORKSHOP



AIM: To better understand the major elements that define culture. To distinguish between the visible and invisible aspects of culture.

SUITABILITY: Age: 12+.

TIME: 30 minutes.

MATERIALS: Cultural Iceberg picture (which can be found on page 22 of Bridges and Barriers), Flipchart pages for each group of 4, markers, printed and individually cut out the elements of culture (better if laminated), one worksheet per group whiteboard or flipchart and post-its. Elements of culture and the worksheets can be obtained from Features of Culture (peacecorps.gov) prior to the workshop.

METHODOLOGY AND DESCRIPTION:

1. Divide the young people in groups of 4, ask them to draw an outline of an iceberg that will cover the entire flipchart sheet
2. Ask them what they know about the size and shape of icebergs? How much of an iceberg is above the water? How much is underwater?
3. Explain that culture is often compared to an iceberg, ask them why
4. Make the point that only 10-20% of an iceberg is visible above the water. The rest is below. Culture is very similar to an iceberg. It has some aspects that are visible and many others that can only be suspected or learned as understanding of the culture grows. Like an iceberg, the visible part of culture is only a small part of a much larger whole.
5. Ask the students to visibly draw the water line on their iceberg, then they should discuss and choose which elements of culture are visible (above water) and which are invisible or not obvious on first sight (underwater).
6. Feedback: you can have an iceberg outline drawn on the whiteboard or flipchart page and ask each group to tell you where to put at least 2 different elements .This can be done by writing on the whiteboard or asking people to write and stick post-it notes on the flipchart outline of an iceberg.

7. DEBRIEF:

- Is there any item below the water line that might influence or determine any item above
- Can a clash of hidden parts happen? Ask for examples.

Note for the facilitator: Highlight that the metaphor between iceberg and culture is just based on the visible/hidden part. Culture is changeable and adaptable, not fixed like ice.

For a more detailed description of this activity check out: Features of Culture (peacecorps.gov) and page 22 of "Bridges and Barriers to Unity" available to download online at Bridges And Barriers To Unity - National Youth Council of Ireland

THE CULTURAL ICEBERG

SURFACE CULTURE

Food
Flags Festivals
Fashion Holidays Music
Performances Dances Games
Arts & Crafts Literature Language

DEEP CULTURE

Communications Styles and Rules:

Facial Expressions Gestures Eye Contact
Personal Space Touching Body Language
Conversational Patterns in Different Social Situations
Handling and Displaying of Emotion
Tone of Voice

Notions of:

Courtesy and Manners
Friendship Leadership
Cleanliness Modesty
Beauty

Concepts of:

Self Time Past and Future
Fairness and Justice
Roles related to Age, Sex,
Class, Family, etc.

Attitudes toward:

Elders Adolescents Dependents
Rule Expectations Work Authority
Cooperation vs. Competition
Relationships with Animals Age
Sin Death

Approaches to:

Religion Courtship Marriage
Raising Children Decision-Making
Problem Solving

"HUMAN" THE MOVIE WORKSHOP (DOCUMENTARY)

AIM: To better understand the major elements of what makes us human and what defines culture. To distinguish between the visible and invisible aspects of our common shared humanity.

SUITABILITY: Age: 12+.

TIME: From 10 minutes to 1h 20 minutes. You can decide to use one interview, two interviews, or "HUMAN" Vol 1. Vol 2. or/ and Vol.3. Each volume is 1h20 minutes. It depends of the time you wish to use to watch the video. You can choose according to the needs of your class or youth group and time available.



MATERIALS: Any screen - projector, TV - and a good speaker/sound system.

Look for HUMAN the movie 2015 on YouTube: You can choose the best clips to suit your Class or youth group.

<https://www.youtube.com/@HUMANthemovie2015>

METHODOLOGY AND DESCRIPTION:

You can show: - one volume at a time. There are 3 volumes. (1h 20 minutes each) or use one or two or three interviews (10 minutes) on different themes. For example, you have the interview of Mary Robinson on the Sustainable Development Goals and youth as leaders; you have the interview of Sophie, a youth from the UK speaking about addictions, work and how an adult trusted her and helped her to go to school; you have the interview of Ahmad, a Palestinian speaking about his friendship with Israelis. Etc . . .

- Each volume has themes with interviews of people. For example, HUMAN Vol.1 covers the themes of Love, Women, Work, Refugees; Death. Etc. Vol 2. Covers the themes of Homosexuality, War, Child labor, Abortion, etc. Vol 3. Covers the themes of Education, Work, etc.

DESCRIPTION OF HOW IT'S DONE:

Choose the topic you would like to address in your classroom or any space with young people (i.e., challenging prejudices, discrimination, racism, promoting unity of humankind, peace, love, justice, kindness,

compassion, etc.). This workshop is intended as a participatory space. Good facilitation is important for the discussion portion.

1. You can start by showing any snapshot of HUMAN. You can choose to use one or few interviews (each interview is 1 to 3 minutes) or one volume (1h20 each).
2. Create a space afterwards to facilitate meaningful conversations.

Some of the prompt questions you can ask, after sharing that we are not here to convince each other but rather to learn from each other are:

- **what moved you?**
- **what resonated with you or reminded you of something in your own life experiences?**



The facilitator can pick one quote about peace or unity between people. For example: President Michael D Higgins; Martin Luther King; former President Mary McAleese; Ruth Bader Ginsburg or any other figure you think works for the theme you have chosen to discuss and use it to explore these questions:

- **What are the barriers that stop us from connecting with one another?**
- **How do we remove these barriers?**
- **What opportunities do we have to create more connection/unity between us in the place we live, in the school we go to, or the group we attend?**

CONCLUSION:

The facilitator will need to carefully close the session and check in with how everyone is feeling. The option to speak to the facilitator privately after the session should be stated or other relevant supports signposted.



Grace McQuaid speaking at the Comhairle na nÓg AGM about the project and the work they did alongside Carmel Irandoust.



Carmel Irandoust speaking at the Comhairle na nÓg AGM.

QUOTES AND FEEDBACK FROM PREVIOUS WORKSHOPS

The Youth Council, alongside Carmel Irandoust (Netlove.org), completed workshops in Taylors Hill secondary school and at the Comhairle na nÓg AGM in 2021 and 2022.

From these workshops below are some of the quotes from young people who attended.

"The speakers genuinely wanted to hear from us."

"Issues that are not typically brought up in school."

"Citizen of the earth."

"Human documentary – inspirational."

"Opposite of bullying is friendship."

An arrow can only be shot by pulling it backward. When life is dragging you back with difficulties, it means it's going to launch you into something great. So just focus, and keep aiming. ▴



FROM CARMEL IRANDOUST

Founder of NETLOVE



Life is love. Love is life.

This booklet is here to remind us that we are all members of one human family and that prejudices, discriminations, racism of any shape or form, bullying are the enemies of getting close to one another, of connecting, of becoming friends. We hope this booklet will be a wonderful instrument which will create spaces in your classroom, in your school, in your youth club to have meaningful discussions around how to be an arrow, not the target! All are welcome to contact us for more information. If you do host a space on your own, without our help, please let us know so we can learn from you: how the conversation went, and what did you do to destroy the thought of hate with a more powerful thought of love.

Thanks, Carmel

"Returning hate for hate multiplies hate, adding deeper darkness to a night already devoid of stars. Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."

Dr. Martin Luther King

FROM LISA MANNION O'REILLY

If you love what you read, and it gives you fire in your belly to get involved!

GET IN TOUCH to make a difference in your school and your community. Together we can tackle the prejudices and injustices in our society to make a difference. This world was made for us all to live in and why shouldn't we all be given the equal opportunity to enjoy and love the life we live!

If you are in Galway City, get in touch with me at the **Westside Youth Project** in **Corrach Bui Estate**.

We run programmes and session that are Youth Led. If this is a project that you and some of your peers would like to tackle, we can work together to make a difference in our community to make it a safer and friendly world for everyone.

As a City Project between us and the Prospect Hill project we have many different opportunities to tackle the injustices within our world from Bullying, Online safety, Climate action, Advocacy, LBGT+ Inclusion and awareness. We aim to provide a safe space for all young people with an emphasis on inclusion and equality.

This does not stop within the city **we also have Projects in Tuam, Loughrea and Ballinasloe** which also tackle the same issues and providing the same supports.

GET IN TOUCH

"Prejudice is a burden that confuses the past, threatens the future and renders the present inaccessible"

MAYA ANGELOU



WHO TO CONTACT FOR MORE INFORMATION:

Lisa Mannion O'Reilly

Westside Community Youth Worker,
Youth Work Ireland
Galway

Email: lisa.westside@youthworkgalway.ie

Tel: 086-1072019



Carmel Irandoust

Founder of NETLOVE,
International Speaker and Consultant

Email: Netlove.original@gmail.com

Visit: Netlove.org

Who to contact if you feel you have been affecting by Stigma, Discrimination or Prejudice

- Speak to a trusted adult or friend for support such as a teacher, principal, parent, youth worker or other trusted adult who will support and advise you.
- Youth Work Ireland Galway free Youth Counselling Service, contact Aisling on 086 0247763 or email aisling.dermody@youthworkgalway.ie.
- Jigsaw Galway, 091-549 252
- www.ireport.ie is a way to report incidents of racism in everyday life in Ireland.



YOUTH WORK IRELAND WESTSIDE



@WESTSIDEYOUTHPROJECT

TO GET INVOLVED FOLLOW SOME OF THESE SIMPLE STEPS:

- Contact Lisa from Youth Work Ireland Galway to talk to her about how you want to get involved.
- Ask a teacher or a principal about getting Carmel and Lisa in for a workshop to create conversation in your school.
- Look at how you can make a daily difference in tackling some of these issues and maybe you can help to deliver one of these workshops in your school.
- Pass on the information from this booklet to your peers, friends, family, school, and youth groups.

www.netlove.org



lisa.westside@youthworkgalway.ie

Deirdre Bermingham, Carmel Irandoust, Grace McQuaid and Lisa Mannion O'Reilly at the Comhairle na nÓg AGM

SPECIAL THANK YOU TO:

NETLOVE.ORG



Youth Work Ireland, Galway

Grace McQuaid and Anisha Henderson

Dominican College (Taylor's Hill) Coláiste
Mhuirlinne (Merlin College) Colaiste Éinde
(St Enda's)

Coláiste Iognáid (The Jes)

Salerno Secondary School

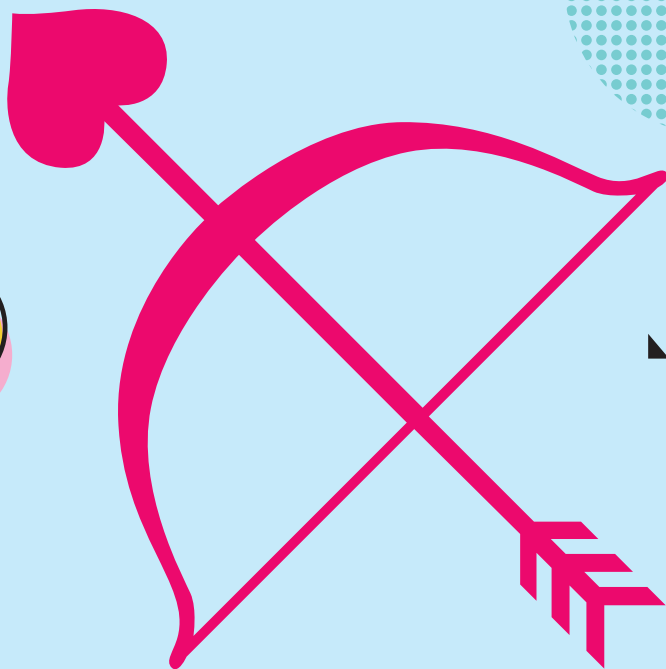
St. Joseph's College (The Bish)

Galway City Comhairle na nÓg Committee
Aoibheann Flanagan Gill,
Youth Work Ireland Galway

Deirdre Bermingham, Managing Director,
Youth Work Ireland Galway

Irene Murphy, Managing Director,
Youth Work Ireland Galway

Department of Children, Equality, Disability,
Integration and Youth



**"We are far more united and
have far more in common
than that which divides us."**

JO COX



SCAN HERE TO VISIT OUR
PAGE ON NETLOVE.ORG



YOUTH WORK IRELAND WESTSIDE



@WESTSIDEYOUTHPROJECT

