



Briana Fitzsimmons

*Diversity, Equality and Inclusion
Advocate and Speaker*



Briana Fitzsimmons grew up in Yonkers, NY and has lived in Ireland since 2017. She has been a secondary school teacher for 12 years and holds degrees in English and Special Education as well as in Equality, Diversity and Inclusion. Briana has been volunteering with Black & Irish, a non-profit organisation set up to bring awareness to and improve the lives of Black and Mixed Race people in Ireland, since 2021. One of her main goals is to empower individuals in workplaces with the tools they need to make sure that everyone is seen and heard and feels a sense of belonging in all spaces in Ireland. She recently co-authored a book, *Black & Irish: Legends, Trailblazers & Everyday Heroes* written for the YA audience and she serves on the board of Inclusion Ireland, a charity dedicated to improving the lives of people with intellectual disabilities. She lives in Co. Kildare with her partner and two children and is proud to call Ireland home.

The Anti-Bias Anti-Racism (ABAR) Workshop:

By engaging in this work, participants will learn how to cultivate environments that reflect Ireland's multicultural society within their work.

The Anti-Bias Anti-Racism (ABAR) workshop aims to inform, empower, and bring about change in Irish society by: building empathy, deepening an understanding of bias and why we think the way we do, examining the history of racism, providing participants the tools to make informed policy decisions, creating a space where participants are able to ask questions about matters relating to racism and bias.

By sharing stories and engaging in reflective interactions, the facilitator creates a safe space for participants to engage in uncomfortable conversations, do some individual introspection, and ultimately broaden their understanding of how bias and racism inform our interpersonal connections as well as our societal systems.

All workshops begin with individual introspection and build towards a wider understanding of how bias and racism inform our interpersonal connections as well as our societal systems.

The final session of the workshops is tailored to the specific needs of participants, which involves conversations and brainstorming about policy, workplace relations, and other topics, as required by the organisation.