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Local Race Equality Work in Scotland:

Mapping Exercise of Work Conducted by BME Voluntary Organisations

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Local Race Equality Work in Scotland: Mapping Exercise of Work Conducted by BME Voluntary Organisations

Executive Summary

Background

The mapping exercise forms part of a wider Review of Race Equality Work in Scotland which was initiated, at the request of the Margaret Curran the former Minister for Communities, to ensure that Executive support for Race Equality Work in Scotland is focused on the right priorities and is delivered by the most effective means. The review is taking place between June 2004 and January 2005.

Aims

The aim of the mapping exercise is to examine the range and nature of Race Equality Work currently being conducted by BME organisations in Scotland.

Method

A postal questionnaire was distributed with prepaid envelopes to around 500 organisations on the BEMIS database of BME organisations and community groups and publicised at a series of seminars organised by BEMIS across Scotland. Valid responses were received from 44 organisations. This represents a good geographical spread, broadly in line with the distribution of minority ethnic groups and communities in Scotland. However, the sample is not a representative one and, as it is also quite small numerically, this report provides a snap-shot of activity in the BME voluntary sector, rather than robust data.

Main Findings

1. Resources

- BME led organisations were resourced to a lower extent than other organisations in the sample in terms of funding and staffing levels.
- Organisations serving single minority ethnic communities were less likely to be in receipt of funding than other organisations.

2. Focus of Work

- A wide range of race equality work is carried out by the voluntary sector.
- BME led organisations provide a wider range of services and more of the basic forms of support to individuals in the form of advice, information and counselling etc.
- Non-BME led organisations are more likely to have a narrower focus of activities and to be involved in employment, training and race equality (or to identify their activities in this way).

3. Impact of Work

Respondents reported that their work:

- **improves the quality of people s lives** through developing skills and self-confidence, raising awareness and assisting access to mainstream services
- **builds capacity** through working with people in a participative and empowering way, increasing their representation in education, employment and civic society, breaking down stereotypes and providing training and resources
- **promotes cultural awareness** through teaching minority ethnic culture to both BME communities and wider society, breaking down barriers, building confidence and improving understanding between communities
- **addresses racism and inequalities** through providing legal support to those directly affected, recording racist incidents, raising awareness of racism and discrimination in all areas of society and participating in community planning and other strategic processes

4. What should the Scottish Executive be doing?

Respondents believe that the Scottish Executive needs to:

- **provide adequate, secure funding** to effectively resource the work and enable projects to spend their time productively and extend funding to enable work to reach all parts of Scotland and fill gaps in provision
- **encourage, promote and support mainstreaming** at every level and in every sector
- **engage in consultation and dialogue** with communities at grass-root level, in all areas of Scotland, on a regular basis and maintain communication and confidence through providing feedback and reports on progress
- **develop a coordinated national strategy** to address racism at all levels of society and support BME led organisations to operate at a strategic level and develop coordinated, sustainable initiatives

Local Race Equality Work in Scotland:

Mapping Exercise of Work Conducted by BME Voluntary Organisations

1 Background

The mapping exercise forms part of a wider Review of Race Equality Work in Scotland which was initiated, at the request of the Minister for Communities, to ensure that Executive support for Race Equality Work in Scotland is focused on the right priorities and is delivered by the most effective means.

International events, asylum dispersal, EU enlargement and efforts to increase in-migration all have had their effect and raised new issues to be addressed. The introduction of the Race Relations (Amendment) Act 2000 has generated renewed activity across the public sector and changes such as community planning are altering our delivery infrastructure. It was therefore decided that it was time to take a strategic look at local race equality work and consider fully what is required to deliver race equality and community cohesion in this new context.

There are three key parts to the review:

- a consultation with a range of key statutory and voluntary sector organisations to explore views on how race equality work can best be delivered
- focused discussions with key stakeholders and communities on local race equality work
- a mapping of race equality work currently underway throughout Scotland

2 The Mapping Exercise

The mapping exercise aims to provide an overview of the race equality work¹ currently taking place in Scotland and to provide context for the examination of people's views which will be provided by the other parts of the Review.

There are two key parts:

1. A mapping of race equality work currently being undertaken by Public Bodies in Scotland
2. A mapping of race equality work being conducted by BME organisations in Scotland

This report is concerned with the mapping of race equality work being conducted by BME organisations in Scotland and their views regarding the impact of the work and what the Scottish Executive needs to do to promote this work and tackle racism in Scotland. The report includes verbatim quotes from respondents. The mapping of race equality work being undertaken by public bodies will report in early 2005.

¹ For the purpose of the mapping exercise, Race Equality Work was defined in a very wide sense as work that enables minority ethnic people or communities to participate fully in society by addressing social justice or community development issues. Some organisations expressed the view that a more focussed, clearer definition should have been used, which highlighted the need to address racism rather than focussing on the provision of services to minority ethnic communities. The definition had been intended to cover both areas of work, but perhaps could have done so more explicitly.

Aims

To examine the range and nature of Race Equality Work currently being conducted by BME organisations in Scotland.

Method

A postal questionnaire was drawn up by the Social Justice Research Team in conjunction with BEMIS and the Equalities Policy Team and was distributed with prepaid envelopes to around 500 Black and Minority Ethnic voluntary sector organisations and community groups listed on the BEMIS database. The questionnaires were sent out early September and 8 weeks were allowed for their return. The questionnaire covered the following issues:

Organisational

- Contact details of organisation
- Whether organisation is BME led
- Main remit of organisation
- Type of organisation
- Sources of funding
- Number of staff and volunteers

Race equality work being undertaken

- Aims
- Sources of funding
- Target client group
- Impact of work
- Views on Race Equality Work
- Views on what the Scottish Executive should be doing

The exercise was also publicised at a series of seminars organised by BEMIS with the BME voluntary sector across Scotland, as part of the wider Review of Race Equality Work.

3 Findings

Responses

Responses were received from 53 organisations in total, a return rate of approximately 10%. 44 responses were included in the analysis; some of the remaining nine will be used in the mapping of Public Bodies instead. A good geographical spread of responses was achieved, broadly in line with the distribution of minority ethnic groups and communities in Scotland. However, the sample is not a representative one and, as it is also quite small numerically, this report provides a snap-shot of activity in the BME voluntary sector, rather than robust data.

i) Geographical Location of Organisations and Area of Coverage



The majority of organisations responding were from Glasgow and Edinburgh, with one or two organisations responding in Dundee, Inverness, Aberdeen, Irvine, Kirkcaldy and Dunblane. Glasgow-based organisations tended to focus on the Glasgow area, while organisations which covered wider geographical areas were more likely to have chosen Edinburgh as their base. Although some organisations had a Scotland-wide remit, in practice services often tended to focus on the Central Belt.



ii) Type of Organisation

57% of organisations responding stated that they were BME led² and 84% stated that race equality work formed part of the remit of their organisation.

The majority (61%) considered themselves to be voluntary agencies and 43% had charitable status. 16% were small community organisations and groups and 25% were projects within a larger organisation.

These figures do not provide information about the BME voluntary sector as a whole because of the small sample size.



The community groups were more likely to be grassroots organisations and to be self-funded. This is reflective of this type of organisation within the wider voluntary sector. Funding that was obtained tended to be from the Local Authority and trusts.

The majority of organisations served minority ethnic communities in general and all sections of these communities. Eight focussed on work with women and 15 worked with specific minority ethnic communities. (See Table 1, below)

Table 1 Minority Ethnic Group	No.
All minority ethnic groups	39
Chinese	3
Pakistani	1
Mauritian	1
Asian	1
African	1
Turkish	1
German	1
Jewish	1
Muslim	1
Sikh	1
Gypsies/Travellers	1
Refugees/Asylum Seekers	2

² BME led is defined as organisations which either employ a majority BME workforce or which have a management committee which has a clear BME majority membership.

iii) Main Sources of Funding



Two thirds of organisations based in Glasgow received a grant from the Local Authority. The European Social Fund funded eight organisations and grants were also received from other Local Authorities and a wide variety of other sources. Within the private sector, Lloyds TSB appears to be a significant source of funding, providing a range of small and larger grants to 14% of the sample.

The Scottish Executive provides a significant amount of its funding to the voluntary sector through the Voluntary Action Fund (VAF)³ as the Scottish element of a national volunteering programme. VAF also administers the Ethnic Minority Grant Scheme (EMGS) which has received £500,000 from the Scottish Executive annually as grant-in-aid. Statistics from the Voluntary Action Fund indicate that, since 2002, 20 BME organisations and projects have received funding through the EMGS Main Grant Programme, 37 through the EMGS Capacity Building Grant Scheme and 41 through the EMGS Small Grant Scheme.

³ Formerly called the Unemployed Voluntary Action Fund (UVAf).

iv) BME led organisations

Organisations did not consistently report levels of funding on the survey forms but BME led organisations appeared to be resourced to a lower extent than the other organisations both in terms of those reporting receiving no funding or only small grants and in terms of the numbers of employees (full and part-time) within organisations. All of the organisations without paid staff were BME led.



Some sources of funding were better accessed by BME led organisations than others. Glasgow City Council was a key source of funding for the Glasgow-based groups. A variety of trusts were also accessed e.g. Esmee Fairbairn Trust. The Voluntary Action Fund (VAF) held funding roadshows for the BME voluntary sector across Scotland in 2002 to help raise awareness of these funding sources. Many BME led organisations received no funding, in particular those who served a specific minority ethnic community.

v) Race Equality Work Conducted by Organisations (All)



Working on racial equality and social justice issues was a key focus of the work of many organisations who responded to the study. This is not surprising as these organisations are more likely to be motivated to participate in the mapping study and wider review of race equality

work. Capacity building was only cited by a few organisations, but many more were engaged in work which could be defined as such.



The above chart looks at the difference in focus between BME led organisations and organisations which are not BME led. It is important to recognise that this also reflects how organisations view and describe the work they do. There were three faith groups included in the study, two of these served Jewish and German communities and did not define themselves as BME led.

The differences may also reflect access by BME communities to different areas of the employment sectors (i.e. less representation in education and employment sectors and more in service sectors) as well as the varying recognition of the need by different sectors to work in partnership with BME communities. BME led organisations were more involved in providing support, advice, information, counselling and advocacy services. This may also reflect differing priorities of BME communities, whose involvement at the grassroots may leave them fire fighting and responding to the needs of those in most urgent need.

In general the BME led organisations seem to provide a wider range of services with a smaller amount of resources. These findings support an earlier study conducted by BEMIS which identified lack of secure funding as a key issue and also noted that:

The (BME) sector as a whole does take responsibility for the development and provision of services across the spectrum of public services... In doing so, unlike the majority of their white counterparts they have to be multi-faceted and respond to a far greater range of needs... Another factor is that many organisations are the only providers of certain services in a given locality...⁴

⁴ Listening to the Voice: Feasibility Study Report , BEMIS 1999

This may also indicate a more person-centred, holistic approach which endeavours to meet a wide range of needs for each individual service user. While this may indicate both good value and practice, without sufficient resourcing it may also lead to organisations over-stretching themselves, both in terms of effectiveness and personal well-being.

vi) Impact of Race Equality Work

Organisations cited a number of ways in which their work improved the lives of minority ethnic people, built capacity, promoted cultural awareness and addressed issues of racism and discrimination.

Improving Lives

Improving the quality of people's lives through developing skills and self-confidence, raising awareness and assisting access to mainstream services:

They all felt quite comfortable in the group and made friends and enjoyed the courses that were provided. Also helped few of the members whose English wasn't very good to improve their language. Children who were isolated (perhaps experiencing racism at school) or facing the challenges of a racist society have told us about their growth in self-esteem and confidence.

(We) Raise awareness of what people are entitled to, better people's situation, provide support.

(The work) enables women with little/no work experience/confidence to develop skills and move on in their lives- many have moved on to new or improved jobs, others have become involved in e.g. fostering and many are now involved in wider society.

Building Capacity

Building capacity through working with people in a participative and empowering way, increasing their representation in education, employment and civic society, breaking down stereotypes and providing training and resources:

Creating awareness. Better informed. Better participation. More confidence. Women empowered to speak out.

Mainly it increases their self confidence and helps them to think more deeply about their lives in Scotland, who they are as individuals and other issues affecting them...When working with professionals and organisations, we help them become more effective in their work and in particular start using participatory approaches to work with groups and increase community participation.

The work breaks down stereotypes. Women become economically independent with the positive knock on effect this has on their children and communities.

Promoting Cultural Awareness

Promoting cultural awareness through teaching minority ethnic culture to both BME communities and wider society, breaking down barriers, building confidence and improving understanding between communities:

The teaching of Chinese language and cultures to Scottish born Chinese children and also to indigenous children helps to promote cultural understandings between different races and better harmony in our multi-cultural society.

Better understanding of different cultures. Joint activities involving young people from different communities. Breaking down barriers.

We perform and write original ethnic material and stories about the lives of asylum seeking families in Scotland, and about the long term effects of racism and how this affects self esteem and confidence.

Addressing Racism and Inequalities

Addressing racism and inequalities through providing legal support to those directly affected, recording racist incidents, raising awareness of racism and discrimination in all areas of society and participating in community planning and other strategic processes:

Providing legal redress to the ethnic minority communities in respect of racial discrimination issues has a significant impact on people's lives in that it redresses the unequal access to legal services experienced by the ethnic minority community and allows individuals to achieve legal remedies and realise their rights. In essence this work promotes overall social inclusion within our society.

We are working to break down barriers of racism and prejudice through working in partnership with both statutory and voluntary organisations that provide services to young people. Empowering young people to gain skills and confidence to challenge and combat racism in their lives.

We aim to improve the quality of life for communities through our involvement with community planning, ensuring race equality issues are addressed at the strategic level.

vii) What Should the Scottish Executive be Doing?

Organisations believed that the Scottish Executive should provide adequate funding, encourage and support mainstreaming, establish and maintain effective consultation mechanisms and develop a national strategy of initiatives for race equality work across Scotland.

Funding

Need to provide adequate, secure funding to effectively resource the work and enable projects to spend their time productively and extend funding to enable work to reach all parts of Scotland and fill gaps in provision:

We are the only legal practice which specialises in this field and due to the limited resources we have for this type of work we are not in a position to take on as much clients as the demand dictates. We also receive a significant number of inquiries outwith (our area) which we are unable to accommodate due to our geographical remit. There is an urgent need for further funding in this field and a more comprehensive service provision across Scotland which the Executive needs to address.

A lot more can be done to help build the capacity of socially excluded and disadvantaged ethnic minority communities. Projects like ours are doing the work with limited resources, which constantly need to be replenished. The continual need to focus on funding takes away from the focus on the actual work of engaging these communities. Our project is filling a huge gap in statutory services in the area but receiving minimal financial support from the council. More funding reducing pressure on staff to fund would certainly be good.

SE should fund through CRE or otherwise race related work in Tayside or Dundee in particular.

Mainstreaming

Need to encourage, promote and support mainstreaming at every level and in every sector:

(The Scottish Executive) should be exemplifying and supporting race equality mainstreaming as per the RR(A)A partnership. Equalities issues should be encouraged and LA s and EA s assisted in implementing their race equality schemes and policies.

I do not see any direct race equality work done. For example, more should be done to stop private, public and voluntary sector organisations discriminating against BME people in education, employment or service provision....Tougher legal procedures and effective employment tribunal systems should be introduced. An effective and powerful monitoring body can be established.

In our Scottish Society there are still many differences and gaps. Some organisations have taken the challenge to promote race equality in their organisations and respecting other cultures e.g. NHS Lothian has done well in promoting race equality work. All NHS need policy and procedures in place to bring changes.

Dialogue

Need to engage in consultation and dialogue with communities at grass-root level, in all areas of Scotland, on a regular basis and maintain communication and confidence through providing feedback and reports on progress:

Please actively engage in dialogue, with grass roots individuals and activists.

Continued consultation with regional communities is also important to ensure that SE recognises the variation of needs and challenges- particularly of rural areas.

More progress on the equal opportunities committee report on the situation of gypsy travellers in Scotland would be welcome.

In my personal opinion, race equality work is not high enough on the agenda! Generally speaking, victims of racial crime and abuse provide the impetus for Change. There are no easy answers to this complex area. However, I would suggest that there is a need to Listen and Learn from individuals who face issues such as racial discrimination on a daily basis.

Strategic Initiatives

Need to develop a coordinated national strategy to address racism at all levels of society and support BME led organisations to operate at a strategic level and develop coordinated, sustainable initiatives:

There is a need to develop a national strategy similar to domestic violence where there is a co-ordinated approach in addressing racial discrimination and harassment. Local racial equality council like ours will act as the contact point for users and be funded through the national strategy.

Race equality work is very patchy and does not seem to have moved since I was race advisor in 1990 for 4 years for [name] region. We are still banging on the doors of service providers to address basic issues of equality in services and employment opportunities for all.

I think the SE needs to encourage key players in the black and EM led sector to build a solid and sustainable strategy for the sector as a whole. This needs resourced (conference, new networks, facilitation and strategic thinking skills etc).

... smaller projects can be used to promote education, employment etc. among BME people. More than anything else cross-community relationships have to be built, promoted and supported.

A more complete list of responses is included in Annex 1.

Impact of Race Equality Work

Improving Lives

- They all felt quite comfortable in the group and made friends and enjoyed the courses that were provided. Also helped few of the members whose English wasn't very good to improve their language. Children who were isolated (perhaps experiencing racism at school) or facing the challenges of a racist society have told us about their growth in self esteem and confidence.
- (We) Raise awareness of what people are entitled to, better people's situation, provide support.
- (The work) enables women with little/no work experience/confidence to develop skills and move on in their lives- many have moved on to new or improved jobs, others have become involved in e.g. fostering and many are now involved in wider society.
- People feel our presence in the voluntary sector is helping them to bring change in the quality of their lives.
- (This) is a one stop-shop service available to people, overcoming their language difficulties, saving their travel time, postage cost, etc, and bringing a feel good factor to many isolated families and disadvantaged communities.
- The Project has been very supportive in relation to accessing mental health services. Ethnic minority patients are seen within 48 hrs of their admission to in-patients. Patients access and well supported in community based and hospital based. Hospital staffs are much more sensitive in meeting the needs of ethnic minority patients.
- (We address) Social Inclusion through improved access to health and other services.

Building Capacity

- Creating awareness. Better informed. Better participation. More confidence. Women empowered to speak out.
- Mainly it increases their self confidence and helps them to think more deeply about their lives in Scotland, who they are as individuals and other issues affecting them (racism — world issues {fair trade, war etc}, belonging and identity, sustainable livelihood). When working with professionals and organisations, we help them become more effective in their work and in particular start using participatory approaches to work with groups and increase community participation.
- Our work helps people to achieve their personal development goals even to non-traditional computer users or those who need bilingual support or who live in a low economic activity area of the city but want to learn new skills in a friendly and safe environment.
- We are closing the gap between those who can afford to buy the information and those who cannot, and are facing the risk of digital and social exclusion.
- We empower people with knowledge and build their confidence against racial discrimination, promote equal opportunities for all and make people more aware of their rights.
- The feedback that we get is that our service is highly valued by the organisation and individuals with whom we work- primarily, but not exclusively, in the education sector. We're therefore surprised that our case funding has been terminated.
- Our main objective is to increase representation of BME people in further and higher education, employment and civic life through its mentoring programme. We help people to

go to education or employment. Impact on a person's educational standard or employment status would have a big impact on his/her confidence, ability and willingness to participate in society.

- The work breaks down stereotypes. Women become economically independent with the positive knock on effect this has on their children and communities.

Promoting Cultural Awareness

- The teaching of Chinese language and cultures to Scottish born Chinese children and also to indigenous children helps to promote cultural understandings between different races and better harmony in our multi-cultural society.
- Better understanding of different cultures. Joint activities involving young people from different communities. Breaking down barriers.
- We perform and write original ethnic material and stories about the lives of asylum seeking families in Scotland, and about the long term effects of racism and how this affects self esteem and confidence.

Addressing Racism and Inequalities

- Providing legal redress to the ethnic minority communities in respect of racial discrimination issues has a significant impact on people's lives in that it redresses the unequal access to legal services experienced by the ethnic minority community and allows individuals to achieve legal remedies and realise their rights. In essence this work promotes overall social inclusion within our society.
- Discrimination is often a result of lack of understanding and very small changes to the way we treat people can bring about a big effect on others. Our road shows get a good response and it is encouraging to witness people beginning to engage with the concept of equality. We help businesses realise that change is beneficial and possible so that they are more likely to make an Equal Ops policy a must have rather than a nice to have.
- This work has got a tremendous effect on the lives of BME Communities. BME communities feel that they have got equal rights as other people of the communities. Levels of discriminations are gradually decreasing, but it will take a long time to reduce institutional discrimination.
- We are working to break down barriers of racism and prejudice through working in partnership with both statutory and voluntary organisations that provide services to young people. Empowering young people to gain skills and confidence to challenge and combat racism in their lives.
- We aim to improve the quality of life for communities through our involvement with community planning, ensuring race equality issues are addressed at the strategic level.
- ...Database (racist incidents) reached a level ... which allows meaningful findings on precise searches. So for example, clear gender differences amongst Pakistani community are emerging. With similarly-tailored findings now being accessed and/or supplied to the relevant agencies on an increasingly regular basis, it is beginning to enter the complement of anti-racism tools in Edinburgh.

What Should the Scottish Executive be Doing?

Funding

- It should be increasing its commitment and funding....
- Projects cannot cope with the workload so should be better funded to match resources to work required.
- We are the only legal practice which specialises in this field and due to the limited resources we have for this type of work we are not in a position to take on as much clients as the demand dictates. We also receive a significant number of inquiries outwith (our area) which we are unable to accommodate due to our geographical remit. There is an urgent need for further funding in this field and a more comprehensive service provision across Scotland which the Executive needs to address.
- Funding. Due to no funding, we are not able to do a number of things we set out to do. We rely entirely on volunteers and private funding.
- A lot more can be done to help build the capacity of socially excluded and disadvantaged ethnic minority communities. Projects like ours are doing the work with limited resources, which constantly need to be replenished. The continual need to focus on funding takes away from the focus on the actual work of engaging these communities. Our project is filling a huge gap in statutory services in the area but receiving minimal financial support from the council. More funding reducing pressure on staff to fund would certainly be good.
- Awareness is key to changing the culture. Our service is of strategic importance to the social economy of the Highlands and Islands and we'd like to see SE giving secure funding to initiatives such as ours. Equality is firmly on the political agenda but not enough support has been given to the public- health and council in particular- to make the necessary changes and train out a living equality policy.
- SE should fund through CRE or otherwise race related work in Tayside or Dundee in particular.
- In general, our experience is that much of the work is done on the basis of short-term funding, which is very localised. (We are)... a national provider of adult learning and have seen the benefits of national initiatives, which bring people together to celebrate culture and identity and learn from each other. Such initiatives can combine the local work, while adding the dimension of the national and the celebratory.

Mainstreaming

- (The Scottish Executive) should be exemplifying and supporting race equality mainstreaming as per the RR(A)A partnership with these equalities issues should be encouraged and LA s and EA s assisted in implementing their race equality schemes and policies.
- I do not see any direct race equality work done. For example, more should be done to stop private, public and voluntary sector organisations discriminating against BME people in education, employment or service provision.... Tougher legal procedures and effective employment tribunal systems should be introduced. An effective and powerful monitoring body can be established.
- The needs of marginalised minority ethnic groups are huge and diverse and need to be addressed at every level.
- I think the Scottish executive should promote race equality work through primary education.
- In our Scottish Society there are still many differences and gaps. Some organisations have taken the challenge to promote race equality in their organisations and respecting other

cultures e.g. NHS Lothian has done well in promoting race equality work. All NHS need policy and procedures in place to bring changes.

- SE race equality unit has no black workers- this has to be addressed.⁵

Dialogue

- Please actively engage in dialogue, with grass roots individuals and activists.
- More progress on the equal opportunities committee report on the situation of gypsy travellers in Scotland would be welcome.
- Continued consultation with regional communities is also important to ensure that SE recognises the variation of needs and challenges- particularly of rural areas.
- Create interactive forum between Scottish people and ethnic minority.
- SE should be having a dialogue as promised by the Minister at the launch with (name of organisation) to progress the establishment of the organisation and delivery of its service.
- In my personal opinion, race equality work is not high enough on the agenda! Generally speaking, victims of racial crime and abuse provide the impetus for Change. There are no easy answers to this complex area. However, I would suggest that there is a need to Listen and Learn from individuals who face issues such as racial discrimination on a daily basis.

Strategic Initiatives

- There is a need to develop a national strategy similar to domestic violence where there is a co-ordinated approach in addressing racial discrimination and harassment. Local racial equality council like ours will act as the contact point for users and be funded through the national strategy.
- Race equality work is very patchy and does not seem to have moved since I was race advisor in 1990 for 4 years for [name] region. We are still banging on the doors of service providers to address basic issues of equality in services and employment opportunities for all.
- I think the SE needs to encourage key players in the black and EM led sector to build a solid and sustainable strategy for the sector as a whole. This needs resourced (conference, new networks, facilitation and strategic thinking skills etc).
- ... smaller projects can be used to promote education, employment etc. among BME people. More than anything else cross-community relationships have to be built, promoted and supported.
- Work to address the inequalities experienced by young minority ethnic women and men
- SE needs to do loads more...(needs to) be constructive, offer help to unemployed, disabled and socially excluded people.
- Recently, the government's move to fight against terrorism (is) victimising the Muslim communities as a whole which is becoming a big issue of the day. Being loyal citizens of this country, Muslim communities are feeling helpless. Crime and street harassment against the people of the Muslim community has increased a good amount. I think the SE should do something about it.
- Feel that discrimination against white minorities needs also to be seriously thought about and equality issues tied in to the wider social debate.
- Promote racial tolerance

Questionnaire

Annex 2

⁵ The Equality Unit does include workers from minority ethnic backgrounds, employed at administrative grades.

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Review of Race Equality Work in Scotland Further Information

At the request of Margaret Curran, the Minister for Communities, the Scottish Executive is undertaking a review of Executive support for race equality work in Scotland, to ensure that it is focused on the right priorities and is delivered by the most effective means.

The context in which we work is constantly changing; international events, asylum dispersal, EU enlargement and efforts to increase in-migration all have their effect and raised new issues to be addressed.

The introduction of the Race Relations (Amendment) Act 2000 is also generating renewed activity across the public sector and changes such as community planning are altering our delivery infrastructure. It is timely therefore, to take a strategic look at local race equality work and consider fully what is required to deliver race equality and community cohesion in this new context.

There are three key parts to this review:

- a consultation with a range of key statutory and voluntary sector organisations to explore views on how race equality work can best be delivered
- focused discussions with key stakeholders and communities on local race equality work
- a mapping of race equality work currently underway throughout Scotland

The attached questionnaire relates to the third part of the exercise: **the mapping of current race equality work in Scotland.**

We hope you will take part.

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Mapping of Local Race Equality Work in Scotland.

1.Name of organisation / project

2.Main contact (person completing this questionnaire)

3.Your position in the organisation / project

4.Postal address

web site

email address

contact telephone number

5.Is your organisation / project minority ethnic led Yes No Managed? M

If yes, please provide further details.

6.What is the main remit or purpose of your organisation / project?

7.Is race equality work part of the remit of your organisation / project?

Yes No M

8.What type of organisation / project ~~please tick~~ *please tick (all the boxes that apply)*

Voluntary organisation m

Local community group m

Charitable body	m
Project within a larger organisation	m (please provide further details)
Non-voluntary organisation/project:	m (please provide further details)
Other	m (please provide further details)

.....

.....

9. Please tell us how you are funded i.e. sources, duration and level of fu

10. What geographical area does the work of your organisation / project cover

11. How many paid staff and volunteers does your organisation / project have
(or part time)

Paid staff volunteers

1. Race Equality Work

We are particularly interested in learning about local race equality work (including work with minority ethnic people or communities to participate fully in society and address issues of justice or community development issues). Please tell us about any race equality work you are doing whether it is on a large or small scale, whether it benefits individuals or communities. If you would like to tell us about more than one project or activity, please photocopy this part of the questionnaire.

Project Details (if these are the same as before, please go to question 15)

12. Please give a brief description of the project/area of work (including any funding if appropriate):

13. What is the main aim of this project/area of work?

14. If funded separately, what are the sources, duration and level of funding?

15. Who is the project/area of work targeted at? (please tick all boxes)

children (pre-school)	
young people (5 -18)	
young people (19-25)	
older people (55+)	
women	
men	
parents and children	
students (please specify)	
community as a whole	

disabled people	
carers	
homeless people	
asylum seekers/refugees	
people with mental health problems	
people with other health problems	
unemployed people	
specific minority ethnic communities (please specify)	
all minority ethnic communities	
other (please specify)	

16. Is there anything you would like to tell us about the effect this work has on communities and people's lives?

17. Is there anything else you would like to say about race equality work in what you feel the Scottish Executive should be doing?

Thank you for your time and co-operation in filling in this form. Please return completed forms by *Wednesday 22 September 2004* in the pre-paid envelopes provided to:

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