

Race, Equality & Human Rights Network

Meeting Agenda

16th September 2025

Merchants House, Glasgow



Race, Equality & Human Rights Network Meeting Agenda

Featuring Professor Angela O'Hagan, Commissioner, Scottish Human Rights Commission

Date: Tuesday 16th September 2025

Location: Directors Room, Merchants House of Glasgow, 7 West George Street, G2 1BA

Time: 10am-2pm (Inclusive of Lunch)

Agenda

10:00–10:30 Registration & Refreshments

Arrival, tea, and coffee served

10:30–10:35 Welcome & Setting the Scene

Danny Boyle, Executive Director, BEMIS

10:35–10:50 Keynote Address

Professor Angela O'Hagan
Commissioner, Scottish Human Rights Commission
'One Year on from CERD Concluding Observations 2024'

10:50–11:00 Clarification

Professor Angela O'Hagan, Commissioner, Scottish Human Rights Commission.

11:00–11:30 Reflection and Discussion on Current Human rights Challenges

All Attendees.

11:30–11:40 Comfort Break

11:40–12:30 Workshop Session

Aligning UNCERD recommendations with the Race Equality Framework 2016–2030

Workshops

Theme	Host	Note taker
1. Strengthening accountability, monitoring and reporting mechanisms for race equality.	Eilidh Dickson (SHRC)	Neil Foster (BEMIS)
2. Widening participation, representation and co-production across communities and sectors: Bridging the gap between policy and practice.	Eman Hani (CSREC)	Justina Obaoye (BEMIS)
3. Fostering community cohesion by addressing hate crime and misinformation.	Charlotte Thomas (BEMIS)	Kyle O'Brian (CSREC)

12:30–12:45 **Workshop Feedback & Findings**

12:45–13:00 **Next Steps & Thank You**

Closing remarks, led by Danny Boyle, BEMIS

13:00–13:45 **Networking Lunch**

14:00 **Event Close**

Roundtable Discussion

Progress One Year On from CERD Concluding Observations

In this roundtable, we have linked the CERD concluding observations to some key themes in the Race Equality Framework 2026-30. Please see below the key themes and roundtable questions:

1. **Strengthening Accountability, Monitoring and Reporting Mechanisms for Race Equality**

- Do you think enough is being done by the Scottish Government to improve accountability, reporting and monitoring mechanisms for race equality (e.g. promoting a new race equality action plan, publishing disaggregated data)?
- Is race equality data (on things like health, education, or employment) shared in ways that are clear and useful for your organisation and the communities you support?
- What changes would you like to see in how public bodies are held accountable for race equality commitments?

2. **Widening Participation, Representation and Co-Production Across Communities and Sectors: Bridging the Gap Between Policy and Practice**

- Since the concluding observations, have you seen more opportunities for meaningful engagement of ethnic minority communities in decision making at the local and national level?
- Do you think lived experience is being used to shape policies and services in a meaningful way? What more can be done?
- Do you feel that minority ethnic organisations have been given adequate support and funding to do effective work on race equality? What more is needed?

3. **Fostering Community Cohesion by Addressing Hate Crime and Misinformation.**

- Do you feel that hate crime and misinformation are being effectively addressed? What is working well/ what is not?
- What do you feel are the key barriers to community cohesion for ethnic minority communities in Scotland today?
- How might we best encourage and facilitate community cohesion and cultural understanding across communities in Scotland?

UN Committee on the Elimination of Racial Discrimination Concluding Observations for Scotland

In September 2024 the UN Committee on the Elimination of Racial Discrimination (CERD) delivered its concluding observations on the UK's compliance with the International Convention on the Elimination of All Forms of Racial Discrimination. These observations include specific recommendations for Scotland.

The following bullet points summarise UNCERD's recommended key areas of focus for the Scottish Government.

1. **Incorporate CERD Principles into Domestic Law:** Ensure that the International Convention on the Elimination of All Forms of Racial Discrimination is fully enforceable in Scotland's legal system.
2. **Adopt a New Race Equality Action Plan:** Expedite the process of adopting a new Race Equality Action Plan. Ensure meaningful consultations and engagement with civil society in the development, implementation and monitoring of this.
3. **Engage with the Irish Community:** Actively collaborate with the Irish community and relevant stakeholders to develop and implement measures that address ethnic and religious prejudice.
4. **Combat Ethnic Minority Poverty:** Develop and implement targeted strategies to reduce poverty which disproportionately affects ethnic minorities, with a focus on children.
5. **Ensure Access to Affordable Housing:** Take immediate steps to improve access to affordable and adequate housing for ethnic minority households, including increasing the availability of social housing.
6. **Revise the NRPF Rule:** Work towards revising the "no recourse to public funds" rule that exposes ethnic minority families to a higher risk of poverty.
7. **Support Gypsy and Traveller Communities:** Address the causes and legacy of forced assimilation of Gypsy and Traveller communities, ensuring their full participation in relevant initiatives.
8. **Improve health and wellbeing outcomes** for people from minority ethnic communities across Scotland is being measured.
9. **Collect and publish comparable statistics** on the enjoyment of rights by members of ethnic minority communities in all fields of life.

- 10. Hate Crime and Hate Speech:** Take all measures necessary to combat hate crime and hate speech.
- 11. National Human Rights Institutions:** Increase human, technical, and financial support for National Human Rights Institutions such as the Scottish Human Rights Commission so they can fulfil their mandates effectively.
- 12. Access to Justice:** Ensure all ethnic minorities have fair and effective access to legal aid to seek justice.
- 13. Representation and Participation in Political Life:** Continue to take effective measures to improve representation of ethnic minorities, especially women in political and public affairs.

Attendees

Name	Organisation	Workshop
Angie Mwafulirwa	Sharpen Her: The African Women's Network	1
Lorraine Glass	Respect Me, Scotland's Anti-Bullying Service	2
Ethelinda Lashley-Scott	Multi-Cultural Family Base	1
Unyimeobong Matthew	Inspiring Families Development Network Scotland- INFADENS	2
Enesia Kanyamula	Sharpen Her	3
Ratko	Seventh-day Adventist Church/ WECC	1
Davie Donaldson	Progress in Dialogue	2
Trishna Singh OBE	Sikh Sanjog	2
Steven Marwick	Inspiring Scotland	1
Ghzala Khan	WSREC	1
Charlie McMillan	HRCS	3
Esther Moodie	Feniks	3
Aymen Alkhawlani	Maryhill Integration Network	2
Magda Czarnecka	Feniks	2
Olivia Ndoti	Women's Integration Network	2
Kyle O'Brien	CSREC	3
Susan Siegel	Garnethill Hebrew Congregation	1
Furrah Riaz	Amina MWRC	1
Maree Aldam	Amma Birth Companions	3
Avi Lago	Scottish Hindu foundation	2
Solomon Adebayo	LGBT UNITY GLASGOW	2
Jamie Spurway	Interfaith Scotland	3
Asiatou Kora	International Women's Group	3
Meriem Timizar	International Women's group	3
Kubra Bibi	Hstar	3
Angie Mwafulirwa	Sharpen Her: The African Women's Network	3
Magda Czarnecka	Feniks	1
Tommy Brannigan	Call it Out	3
Ahmad Mourad	SUA, Scottish Inter-cultural Association	2
Enesia Kanyamula	Sharpen Her	2
Dr. Harriette Campbell	ACWA/ACES	3
Eman Hani	CSREC	2
Aymen Alkhawlani	Maryhill Integration Network	1
Francesca Malila	CEMVO	2
Danny Boyle	BEMIS	3
Charlotte Thomas	BEMIS	3
Justina Obaoye	BEMIS	2
Neil Foster	BEMIS	1
Professor Angela O'Hagan	SHRC Commissioner	N/A
Eilidh Dickson	SHRC	1