Agenda / Meeting Note Tuesday 10th December 2024

Event Theme: This meeting of the Race, Equality and Human Rights Network will consider the prioritisation and recommencement of the Race Equality Framework for Scotland 2025 – 30.

The 1rst half of the meeting will be an opportunity to begin to map out with the Scottish Government what needs to happen next to progress the Race Equality Framework for Scotland.

In addition, following the comfort break we will launch the report ***'RACISM, BELONGING AND COVID'S LEGACY OF ETHNIC INEQUALITIES IN SCOTLAND'*** a partnership between BEMIS, St Andrews University and The Centre on the Dynamics of Ethnicity (CoDE) as part of the EVENS Survey.

Agenda

10:00 – 10:30am: Arrival / Registration Tea / Coffee

10:30 – 10:35am: Welcome Danny Boyle (BEMIS)

10:35 – 10:55am: Overview of Race Equality Framework and progress: Mandy Gordon and Frankie McLean.

Anti-Racism Observatory for Scotland – Design Advisory Group update: Strategic Team for Anti-Racism, Zoe Rohde

10:55 – 11:00am: Minister for Equalities Ms. Kaukab Stewart MSP

11:00 – 11:50am: Roundtable discussions on the future of the Race Equality Framework for Scotland 2025 – 2030

Guiding Questions REF re-engagement

- Since the REF was published what change (if any) have communities experienced
- How do we drive change that's impactful?

    - Do you have any examples of actions driving positive change, if so what and why was it effective? [what works]
    - Do you have examples schemes/policies/initiatives that haven't worked or have had unintended consequences, if so why? [what doesn't work]
    - What should we do more/less off
- Looking forward to 2030, what change would you like to see, what are the priorities?
    - How do we deliver that change?
    - Who do we need to bring with us?
    - How do we know if it's working

11:50am – 12:10pm: Roundtable feedback and next steps

12:10pm – 12:20pm: Comfort Break

12:20pm – 12:40pm: Launch - *'RACISM, BELONGING AND COVID'S LEGACY OF ETHNIC INEQUALITIES IN SCOTLAND'* Dr. Nissa Finney – St. Andrews University

12:40pm – 13:10pm: Open discussion on reports findings and Scotland

13:10pm – 13:20pm: Summary and next steps

13:20pm – 13:50pm: Lunch and networking

14:00pm: Room cleared

Attendees:

Name	Organisation
Daniel Boyle	BEMIS Scotland
Rami Ousta	BEMIS SCOTLAND
Susan Siegel	Garnethill Hebrew Congregation
Ephraim Borowski	ScoJeC
Soma Pall	Amina
Angie Mwafulirwa	Sharpen Her: the African Women's Network
Tommy Brannigan	Call it Out
Meriem Timizar	International Women's Group
Souad Adel	International Women's Group
Margaret Lance	WIA
Ahmad Moirad	SIA, Scottish Inter-cultural Association
Steven Marwick	Inspiring Scotland
Martha Kirumba	Women in Action
Solomon Adebayo	LGBT UNITY GLASGOW
Olivia	Womens Integration Network
Sarah Robinson Galloway	YouthLink Scotland
Ross Mackay	Grampian Regional Equality Council (GREC)
Kelly Sagar	Forth Valley Indian Association
Kubra bibi	Hstar
Aymen Al-Khawlani	Maryhill Integration Network
Sha Batemanabin	ISCC
Kyle O'Brien	CSREC
Cat McMeeken	Scottish Government
Katy Wilson-Scott	Kairos Women+
Noelia Martinez	Citizens Rights Project
Ethelinda Lashley-Scott	Multi-Cultural Family Base
Dr. Hector Williams	GREC
Agnieszka Morrison	Feniks
Mick Conboy	No2H8 Scottish Forum
Nour Halabi	University of Aberdeen
Herina Aries	Women in Action
Mary McGinty	Irish in Scotland
Abril Flores Rojo	Kairos Women+
Avinash Lagoo	Scottish Hindu foundation
Avinash Lagoo	Scottish Hindu foundation
Jeanette Findlay	Call it Out
Davie Donaldson	Progress in Dialogue
Tanwi Bhattacharya	Nikkan Dance Academy
Frances Hume	Interfaith Scotland
Kubra bibi	Hstar
Herina Aries	Women in Action
Mireille Njike	Women In Action
Hassibeh Tisan	International Women's Group

Asiatou Kora	International Women's Group
Waed Khatab	International women's group
Doha Tahri Joutey Hassani	Najwa New Scots Carers centre(SCIO)
Mohammad Al Khatib	Scottish Intercultural Society

Meeting Note:

- Danny Boyle – BEMIS welcomed all to the meeting and set out the agenda for the day
- Frankie McLean, Amanda Gordon and Zoe Rohde provided presentations for the Scottish Government on agenda items. The slides to the presentation are attached to the meeting note.
- The Minister for Equalities Ms Kaukab Stewart MSP provided a respond to the presentations reaffirming the Scottish Governments commitment to pursuing the Race Equality Framework 2025 – 2030.
- Following presentations the meeting moved to 4 roundtables facilitated by Tanveer Parnez (BEMIS), Agnieszka Morrison (FENIKS), Abril Flores (Kairos Womens Group) and Meriem Timizar (International Womens Group)
- Following the roundtable discussions and comfort break we moved to the Launch of the EVENS - ***'RACISM, BELONGING AND COVID'S LEGACY OF ETHNIC INEQUALITIES IN SCOTLAND'.*** A full copy of the report has been published on the group's webpage and can be accessed by all.

<u>Core Points in relation to the AROS presentation – All notes have been incorporated as provided by facilitators.</u>

- ✓ Community members and attendees identified the AROS and REF 25-30 as interlinked areas due to the reality that the AROS will be used to hold public bodies accountable for their PSED obligations.

- ✓ As a direct consequence there was strong feeling at the meeting that Scottish Government funding and endorsing an AROS that does not recognise all forms of racial discrimination or prioritises one community over another in a hierarchal way will be damaging and not representative of the realities of the pandemic or ongoing anti-racism / race equality challenges.

- ✓ The first and overarching theme we had at our table was the urgent need to adopt an intersectional, widely defined and inclusive definition on race and ethnicity that guides the work of the REF, and subsequently AROS project.

- ✓ This is in line with the evidence and academic literature which tells us that exclusionary definitions not only risk privileging one group, they also foster resentments among different minorities deteriorating the conditions for everyone, creating model minorities and through that risking contributing to a hierarchy of oppression.

- ✓ We have witnessed at meetings different groups saying “what about us?” as a result of an exclusive definition that not only does not attend to differentiated manifestations of the lived experience of racial, ethnic groups but also intersectional disability, sexuality, gender, mental health and well-being and health dimensions.

- ✓ Moreover, this definition of race does not attend to research in race and ethnicity studies that acknowledges that eugenicist literature dating back to its earliest period did not consider some currently perceived “white” communities as white, including Eastern and Southern Europeans, Irish, etc.

- ✓ Second issue that was brought up relates to a joint conversation on impact and funding. What is needed is a recalibration of the understanding of what AROS is, we need to think about it less as a framework that is creating impact in itself, and more as a monitoring and evaluation arm of an overall strategy and commitment to reducing discrimination and allowing everyone to live in dignity.

- ✓ Instead for example of asking the question, what impact has REF/AROS has on your experience, we need to ask, what impact are the partners and organizations making, and how can REF/AROS provide a framework through which we can capture, valorise and make visible that excellent work? Moreover, AROS can act as a unifying umbrella and vision that gives everyone in the sector a view of a shared purpose. It could offer events such as this forum to

meet one another, form solidarity and learn lessons from one another's successful projects and collaborate.

- ✓ In terms of funding, from a project management perspective, this monitoring and evaluation function should be accorded a proportional chunk of the funding, to allow more support for the impact to take place.

- ✓ Which brings us back to impact: There is a risk of a crab walk where no forward motion takes place if a. definitions of impact are too time limited and not attentive to the long-term resonance this type of work usually has, sometimes felt a generation later. Also, b. if our time-limited definitions do not adequately consider the timespan needed for co-designed, co-created approaches attentive to beneficiary needs. Co-designed projects require a consultation process where partners often do not know what beneficiaries will ask for, then building responses that are co-designed in response to the issues brought up takes time. However, of course such closely created projects are valuable to responding to exactly the kind of impact that matters for lived experience.

- ✓ Of course, the group appreciates that if the government offers funding there is a reporting and accountability aspect that requires showing impact, what we are suggesting is that there is a sensitivity and explanation of the particularities here. Think of the education example, change is sometimes felt years after the effort and intervention is made.

Some side notes:

1. The government is doing things to be seen as doing something, rather than actually doing it. Instead the focus should be on partners and the interventions partners and organizations who are already involved.

2. Interventions to foster a sense of shared vision, mutual support. AROS needs to be seen as an umbrella and strength to the entire sector rather than an actor who is funded through a "separate" fund that is separate but equal, displacing the sector partners and presenting as the legitimate, main, or sole actor to action intervention.

3. Funding – uncertainty in funding, think of consistent in funding over longer periods, more flexibility and responsiveness to changing situations , changes come fast.

4. How do we align the implementation/ review of REF to the CERD recommendations?

Core Points from roundtable discussion on the future of anti-racism and the race equality framework for Scotland 2025 – 30

NOTES:

Advice: Record notes in bullet point format. If identified link the point to a core themes of the framework. It is not necessary to record who has made the point unless requested. It is more important to record the point being made.

Thematic Area	Core Point
Overarching – General	• Shift mind-set and acknowledge bias • Accountability and transparency (Better communication / communities want to hear back, for example what are the direct actions of this meeting?) • We need a longer time for consultations that are strategically developed and invested in • Academic concepts should not dominate the progress of the agreement that was the REF 16-30 • Intersectionality - young people facing additional challenges due to their age - not being treated seriously, women • - Lack of understanding or misunderstanding of eligibility to access public services/ welfare, healthcare, employability based on immigration status - civil servants ask for documents people with settled status (there is no document, there is a share code)

	• - People do not know/ understand their rights, get confused, believe what they are being told • - public services do not understand communities they supposed to support and it is not just about the language but the intercultural competence • Lack of representation of various communities e.g. Irish Differentiate between sectarianism and racism. SG should abide by the CERD committee and take recommendation forward • · Massive discrimination against Arab (new arrivals) their children having difficulty integrating • · Lack of information , support within health and social care • · More need and education on acknowledging other cultures • · mental health amongst young people on the rise. This is also reflected in the experiences of ethnic minority women • · No recourse to public funds need to change
Community Cohesion and Safety (for example tacking hate crime)	• Ethnic minority representative organisations can work with members and rights holders to address our needs • There should be strategic co-production between SG / Intermediaries and communities • Inclusive engagement enables us to develop trust between all stakeholders. This develops solidarity between communities also

	• There is a lack of accountability in the justice system for perpetrators? What happens to them? • Racism was mentioned on numerous occasions. When asked about the vision for scotland in 2030 an attendee stated that it is really not that far away and asylum seekers currently do not have any hope that anything will change for them, many are traumatised by the experience off fleeing their countries, then by the Home Office treatment and hostility of the proposed Rwanda deportations. All that very badly affected their health; they live in conditions that no person should ever be exposed to and… they have no hope anything will change

Participation and Representation	• Lack of representation to acknowledge intersectional barriers that make it more difficult for women and ethnic minorities to participate and be engaged • We need longer consultation periods rather than asking us last minute to take part then what comes next? • There are so many reports and strategies but we need to measure progress. We need to be part of this • Our sector is underfunded. We are always asked to do more with less and less. We have been most affected by austerity but we are not prioritised in financial decision making • Children and young people need opportunities to understand this framework, how and why is it relevant to them? • Lack of clarity around the engagement with young people and its selective approach - Does it really happen? Who are these young people? One organisation felt they are very visible as a service, they have an open door policy to service users but also other services and the government but there has been no effort made to engage with them. They support and empower many young people who would like to get involved in the initiatives and discussions about them but no one is reaching out, making them feel like they don't matter as no-one is listening.

	• - Young people do not get involved because they do not know how (isolated from their peers during the pandemic now are struggling to reconnect with the society/ lack of social skills) and where to look for these opportunities • - were young people involved in the AROS design process and consulted at any point? • More cultural programs in schools across the board
Education and Lifelong Learning	• Keep reaching out to schools on cultural / racial literacy • How are ethnic minorities represented in school community? • We need better pathways for transferable skills for people who have arrived with qualifications from other nations • Youth workers - crucial to bring them into conversations/ where do they fit? Third sector youth workers are often the only trusted adult EM young people have yet they are rarely involved in and decision making discussions • - Racism at schools - children and young people are getting bullied - schools don't call the behaviour what it really is. • - Recognition of foreign qualifications was named as one of the biggest barriers to employment and career progression and a big driver of inequality

Employability, Employment and Income	• We require multi-year funding to have secure position to work with Government and other duty bearers • We need to see policy influenced and the outcomes of our advocacy • Precarious employment/ 0 hours contracts - inequality drivers
Health and Home	• Racism in housing services was brought up - systemic but also coming from housing officers; people feel their complaints are not being seen the same way had they come from a white British person

	• Other social housing tenants do not even know they can raise any issues of bad housing conditions to relevant bodies or how to do so; do not understand their rights or had bad experience and give up

POTENTIAL RESPONSES AND SOLUTIONS:

- Clear paths for engagement and transparency, meaningful engagement takes time - AROS was given as an example of a bad practice where the sector was given not enough time to pull the consultations together and it has an impact mostly on staff (from EM themselves) working overtime that often do not get pain but they do it because it is important to them

- Apart from education on anti- racism for pupils and school staff there needs to be more emphasis put on how the racism is being dealt with by the teachers and school staff. The vision here is to see racism being properly tackled.

- Public servants need more training on the recourse to public services/ funds

- Opportunities for participation for young people need to be brought to them using their channels and their language; 30s span requires short bites of engaging content - 0 hours contracts scrapped - they are by design casual contracts for 'piece work' or 'on call' but they have been abused.

- Recognition of foreign qualifications good practice example I shared: I raised this issue and a growing need for therapy for the Ukrainian refugees at the Cross Party Group on Health Inequalities (last year). We had many qualified psychologists/ psychotherapists/ counsellors but their qualifications could not be recognised in the UK - they were lacking some info, a lot of documents needed do not exist in the Ukrainian system, some linguistic issues - vocabulary on Ukrainian certificates did not match the criteria set by the British Association of Counselling and Psychology but in reality they meant the same thing. British Association of Counselling and Psychology were present at the CPG and got in touch afterwards. I met with their third sector engagement team and Head of Standards and connected our Counselling Team Manager who was able to dissect our volunteers Ukrainian qualifications and experience and give more of a background to cultural differences that were coming through some wording in the documents. Our manager mentored the volunteer and provided her with what we called a ‘British Context”. Through this partnership

we were able to secure a first recognition of Ukrainian counselling qualifications. This approach could be reciprocated in other professions by taking the approach of providing a training to fill the gaps and provide the ‘British context’

- Building a diverse public sector workforce to improve access to the services, utilise many skills, build community capacity and create positive role models

- Meaningful Cross-sector partnership working on the implementation of the framework and the next delivery plan: bad practice example was given where public service responsible for an action gets the funding but does not have the connections to the community so reaches out to the third sector to do it jointly but no funding is being offered. These initiatives have a massive potential to be successful and impactful as both partners have whats needed - public sector has the resources and capacity. Third sector the understanding, trust and connections to communities. But the third sector cannot be expected to deliver it for free.

- New tenants should receive let's say a booklet with a detailed info IN THEIR LANGUAGE with all relevant information, their responsibilities and their rights, what to do when there is an issue, how to contact their housing officer and so on. This ask is basically around the implementation of the PSED that some authorities do better than others hence we need to see more accountability

- Meaningful Implementation for a meaningful change - it is a process and the actions should be set as an ongoing process, not as a one off table discussion or an event. Many points in the action plan were unfortunately set up this way and we need an ongoing commitment.