



# ETHNIC MINORITY NATIONAL RESILIENCE NETWORK

09:53:21 From Daniel Boyle : Good morning everyone. We have 10 mins or so before the start of the meeting so will keep the music on until then. Feel free to grab a cuppa or water and we'll start around 10am :)

10:11:02 From Suzanne : Mental Welfare Commission undertaking work on BME access to mental health services. I sit on MWC advisory group so would be happy to facilitate a meeting with them if that would be helpful

10:15:35 From Jenni Keenan PKAVS : Thanks Danny.

10:19:12 From trishna : quote from Ibram X Kendi 'How to be an Anti Racist' to be anti racist is to view national and transnational ethnic groups as equal in all their differences. To be Anti Racist is to challenge the racist policies that plague racialized ethnic groups across the world. To be Anti Racist is to view the inequities between all racialized ethnic groups as a problem of policy'

10:22:03 From khaleda noon : Great quote Trishna, thanks for sharing

10:23:05 From Rakiya.Suleiman : NHS Scotland have Risk assessment in place now and it is for all inclusive of ethnicity

10:26:59 From Usman Ali : Can all these updates please be provided in written format. The STUC Black Workers Committee can share information on a number of these points. Thanks.

10:28:30 From Daniel Boyle : notes on all meetings will be shared and published on website Usman

10:29:28 From Usman Ali : Great thanks. As an FYI for all, the various letters and statements published by stuc black workers can be found on the Stuc website news section.

10:32:45 From Ahashan Habib- AMC : Thanks Nina

10:33:12 From Talat Yaqoob : Just to say there is currently research happening on how grassroots communities have come together (without funding) and their impact and what Scotland needs to learn from it- so if you would like to pass on details of any individuals or groups you know who have been helping in their communities - please drop me a line ; talatyaqoob@oulook.com

10:33:53 From trishna : Policies determine the success of groups the reason why we are still lagging behind in making change/acknowledgments of the issues that are still being raised is because over the years. There have been discussions, projects

,recommendations but no policy that addresses and ensures that the ethnic minorities issues are embedded in policy. In light of the pandemic this should now be a priority

10:42:55 From Nina Munday : Does everyone receive the door drop? If yes, I haven't seen these at my home?

10:44:05 From Soumi Dey : Are these the COVID info letters from the govt? Not sure what the door drop includes.

10:44:44 From Rakiya.Suleiman : can I come in Donny

10:46:16 From Suzanne : For information, we will be working with SG and NHS Health Scotland on making the app information accessible

10:46:26 From trishna : this is really helpful and thank you is there any discussion with having the spoken Punjabi voiceover as we know people from the Sikh community especially older people are finding it difficult to understand fully all that is being said. We would be keen to work alongside you to take this forward

10:47:03 From Suzanne : Happy to put into the mix Trishna

10:49:46 From Suzanne : I was involved in the EQIA process and fed this into the meeting

10:52:27 From Amy Allard-Dunbar (She/Her) : can I come in with a question

10:52:30 From Suzanne : In response to Rakiya's point, again, the need to ensure that community organisations/groups/ businesses were recognised and utilised as information conduits was highlighted

10:52:33 From Daniel Boyle : Minority ethnic children and young people have been impacted significantly. This is identifiable in the digital connectivity gap (and the correlated impact on access to education), increased isolation and exposure to overcrowding in homes and communities. Children and young people in EAL families have been particularly disadvantaged in continuing their education at home, and measures must be put in place to support these children through any further lockdown or blended learning. While Government focus has been on responding to health and social needs of society, we are in danger of suppressing the voices of and responding to the specific needs of minority ethnic children, youth, and young people. Intermediaries like Children In Scotland and community organisations with robust and credible links to diverse Black and Minority Ethnic youth like Licketyspit, Intercultural Youth Scotland, Royston Youth Action and others must be engaged as a priority on a COVID / BME Youth taskforce.

10:53:41 From Usman Ali : The Tackling Bullying in Scottish Schools Campaign worked with local authorities over the past decade and decision was taken to include tackling racism within anti bullying policies at la and individual school level.

10:54:59 From Nina Munday : Can I ask one simple question?

10:55:07 From Licketyspit Theatre Company : We'll communicate the timeline for the 3-12s play-based consultation to all members soon!

10:56:40 From Rakiya.Suleiman : This communication need to reach everyone for compliance .Like religion centre Babar saloon , beauty saloon , school club minority shops etc

10:57:35 From Eleni MacLean - Aditi - SACRO : Thank you everyone for today. I'm afraid I will need to send my apologies for the rest of the meeting. It's been very informative and I'll look forward to any follow up. Take care all

11:17:25 From Rakiya.Suleiman : Danny I will like to come on Risk assessment and Race equality standard when it come to my turn

11:17:52 From Suzanne : Poverty Week is between 5-11 October so may be a good opportunity to highlight impact of poverty generally and COVID-19 specifically on BAME groups

11:18:32 From Usman Ali to Daniel Boyle(Privately) : Hand up.

11:21:02 From trishna : Hi Christina thank you, can you clarify for me if the reference group is disbanded due to their time commitment what or who will take its place to ensure that this aspect becomes a part of the internal process within Scottish Government?

11:21:43 From Kimi Jolly : Thank you Christina and Danny, that was very insightful and helpful

11:24:35 From Alan : Mercy Baguma ; NRTPF MP Stuart Mc Donald . quote very deliberate and widely used policy tool by UK immigration enforcement .

11:31:43 From Kimi Jolly : That was great, thank you Amy and Khaleda

11:31:43 From Daniel Boyle to Usman Ali(Privately) : will bring you in after PKAVS

11:32:00 From Usman Ali to Daniel Boyle(Privately) : Thanks.

11:32:06 From Talat Yaqoob : Excellent points made Amy - completely agree. Thank you.

11:33:12 From Jenni Keenan PKAVS : Thanks Amy, some great points raised. We resonate with that in P&K.

11:33:12 From khaleda noon : Yes Amy well done relaying the voices of underground young people

11:34:09 From trishna : Quote from Ibram X Fendi -- need to admit racial inequity is a problem of bad policy, not bad people, Identify racial inequity in all its intersections and manifestations, figure out who or what has the power to institute anti racist policy, monitor closely to prevent new racist policies from being instituted

11:38:12 From Soumi Dey : Thank you Christina. This schools situation is changing as we speak- I think along with the measures taken by the government, communities need to SEE minority ethnic people sharing that information.

11:38:45 From Soumi Dey : Exactly, representative of the ME community. Thank you Minister, for acknowledging this.

11:39:57 From Ruby Zajac - Licketyspit : I think it's important that there is children's rights-based, child-centred messaging (particularly in video format) which is also translated into 16 languages

11:41:43 From Soumi Dey : Agree there with you, Ruby.

11:42:10 From Amy Allard-Dunbar (She/Her) : thank you Christina for your responses

11:45:10 From khaleda noon : It's very important that it's not just Black and Brown representation leading change, there must be Anti-Racist & Pro Black representation, from young people and youth workers who have specialist experience on BME youth issues. Just because one is Black or Brown, does not mean that they are Anti-Racist or have a specialist knowledge of BME young people's issues.

11:45:52 From Amy Allard-Dunbar (She/Her) : Agree with you Khaleda

11:46:05 From Charmaine UNISON SBMC : Very true Khaleda

11:46:10 From Ruby Zajac - Licketyspit : Important point Khaleda

11:46:18 From Kieron Achara : Exactly Khaleda

11:47:55 From khaleda noon : Also, third sector & public sector need to address their own strategy to include Anti-Racist practices and training, otherwise systemic racism will always continue.

11:48:36 From khaleda noon : and policies

11:49:14 From Soumi Dey : Yes, reflexivity and change in practices wrt to racism is most essential.

11:50:31 From Kimi Jolly : Ethnic monitoring in public sector employment needs to be more comprehensive

11:51:01 From Kimi Jolly : Still no clear picture if positive action is properly implemented

11:52:23 From Kimi Jolly : Current racial classification does not capture clear picture of socio ecology in Scotland

11:53:02 From Jenni Keenan PKAVS : There are also broader concerns in P&K for us about the ongoing community tensions due to a perceived failure of EE communities to self-isolate as required. There have been issues with this, which have been genuinely difficult, but have also been blown out of proportion on social media and the traditional media and attributed exclusively to this community in several instances. I foresee this being an issue for us in the long term from here on. Good

work has been done in the past to overcome some of these issues but I fear this has unpicked some of that.

11:54:08 From Ruby Zajac - Licketyspit : Really important to highlight the role and responsibility of the media in perpetuating racism there Jenni

11:54:50 From Jenni Keenan PKAVS : With all of this in mind, my apologies but I will need to sign off at 12 to crack on with some of our response and partnership work.

11:55:29 From Kieron Achara : Thank you Trishna

11:56:05 From Kimi Jolly : I feel your frustration Trishna, Solidarity

11:56:05 From Jenni Keenan PKAVS : Thank Ruby. We have received contact from some sectors of the local community from the beginning of the crisis highlighting EE communities as not social distancing etc, and again whilst not denying some of the issues, there is a strong element of scapegoating and racism embedded there.

12:00:54 From Talat Yaqoob to Daniel Boyle(Privately) : Sure

12:06:38 From Ruby Zajac - Licketyspit : Well said Margaret

12:07:05 From khaleda noon : So emotional, thank you Margaret.

12:07:14 From Jacqueline Wallace : Thank you Margaret.

12:07:49 From Citizens Rights Project : Well said, Margaret. Thank you.

12:07:51 From Nina Munday : Thank you for saying what we all want to say, Margaret. Hope it is ok to give you a virtual hug.

12:08:01 From Kimi Jolly : Unacceptable. Something must change

12:08:12 From Amy Allard-Dunbar (She/Her) : thank you Margaret f

12:08:49 From Rakiya.Suleiman : Yes Mercy case is an example of how UK government think Black life don't matter. But the message for all now is that Black life matter then , now and for ever . So we need to stand up now as African community .

12:08:55 From Charmaine UNISON SBMC : Thank you Margaret. We have to strive to do better!

12:09:05 From Nina Munday : For all of us working with the equality field, we all live in the fear that someone lose their live because we fail to reach them.

12:09:29 From Eman Hani : Thank you Margaret, we all stand in solidarity and echo what you said. A human is a human regardless of their circumstances or classification.

12:09:31 From Margaret : Thanks everyone

12:09:49 From Soumi Dey : Very eloquent Margaret. I have not found the words to express this devastating tragedy.

12:09:59 From Ahashan Habib- AMC : Thanks Margaret to raise this issue.

12:10:23 From Daniel Boyle : Thank you Margaret. We express our deepest condolences

12:11:10 From Paul Quigley : We stand in solidarity with you Margaret. Thank you for your bravery and eloquence in passionately raising these issues.

12:11:15 From Catherine McGee : You are absolutely right Margaret, It's a harsh inhuman system.

12:13:34 From Rakiya.Suleiman : Margaret can you contact me there is work on the pipeline African women lunge

12:13:58 From khaleda noon : People from these communties don't just see this, they feel it.

12:14:05 From Daniel Boyle to Rami Ousta(Privately) : can you contact Margaret please

12:14:45 From Ruby Zajac - Licketyspit : Herald journalist Neil McKay has today advocated the Scottish Government breaks the (UK) law to prevent future tragedies like this one. I believe it is past time for this kind of bold action

12:14:53 From trishna : quote again from Ibram X Kendi 'Assimilationists believe in the post racial myth that talking about race constitutes racism, or that it will go away if we stop identifying by race, then race will miraculously go away, they fail to realize that if we stop using racial categories, then we will not be able to identify racial inequity .If we cannot identify racial inequity , then we will not be able to identify racist policies. If we cannot identify racist policies then we cannot challenge racist policies, If we cannot challenge racist policies, then racist power's final solution will be achieved; A world of inequity none of us can see, let alone resist

12:16:33 From Daniel Boyle : The SG will have the full support of the EMNRN, BEMIS and others to progress this challenge and we should not be intimidated to take this forward

12:17:04 From Ruby Zajac - Licketyspit : Thank you for that detail Talat

12:17:42 From Rami Ousta to Daniel Boyle(Privately) : ill need 1 minute at end before xristina leave

12:20:28 From Margaret : Thanks everyone for all your support. Thank you BEMIS for all your support

12:24:48 From Citizens Rights Project : Hi all - Just a small update about Citizens Rights Project activity. We continue finding ways to reach as many EU/EEA/Swiss citizens and their families to make sure they are aware about their need to apply to the EU Settlement Scheme. Family members include also non-EU citizen. If you support/employ any citizens that you think might need to apply, we have a network of multilingual advisers that can help. We are also preparing multilingual materials (posters, leaflet) and reaching out to employers and organisations all over Scotland. If you would like to have some of those to display in your organisations, please get in touch with us on [info@citizensrightsproject.org](mailto:info@citizensrightsproject.org) The deadline to apply (30/06/2020) is

quickly approaching and we are worried we are not reaching vulnerable citizens. We are specially worried about children and young people in care as we have become aware that many social workers in local authorities are not aware that they have the responsibility of applying to the EUSS on behalf of this child

12:26:09 From Citizens Rights Project : On top of that, many LA do not record nationality. This is problematic as they wont be able to identify children needing to apply to the EUSS and they will become undocumented if they do not apply by 30/06/2021. Same happens with elderly people as care homes do not record nationalities.

12:28:15 From Suzanne : Hi All, I will liaise with Danny about setting up the group and send out invites for participants asap

12:28:40 From trishna : Thanks Suzanne

12:28:51 From Rakiya.Suleiman : Hi Everyone ; I am grateful for all the work we do for humanity

12:29:04 From Eman Hani : Thank you Suzanne

12:29:33 From Ahashan Habib- AMC : Thanks Suzanne.

12:32:15 From Daniel Boyle : Thanks Suzanne that's really useful to take forward

12:35:32 From Kieron Achara : Apologies everyone but I have another meeting to attend. Thanks again for all of the work you are doing. Talk soon

12:38:04 From Citizens Rights Project : Sorry, I made a mistake in the deadline of the EUSS. It is 30/06/2021

12:38:06 From Citizens Rights Project : Apologies

12:41:27 From trishna : Thank you Christina and BEMIS

12:41:47 From Nina Munday : Thank you all!

12:42:09 From Amy Allard-Dunbar (She/Her) : thank you everyone

12:42:21 From Citizens Rights Project : Thank you everyone!

12:42:50 From Ruby Zajac - Licketyspit : Many thanks everyone, very valuable discussion

12:42:54 From khaleda noon : FACTS Danny

12:43:00 From Paul Quigley : Thanks Danny and Rami for facilitating this discussion, and to everyone for taking part.

12:43:04 From Soumi Dey : Thanks very much Danny, for chairing this s effectively. Minister, thanks for being here and listening. Thanks everyone for the solidarity, effort and strength. Best, Soumi.

12:43:33 From Ahashan Habib- AMC : Thank you everyone. Especial thanks to Bemis & Danny.

12:43:49 From Charmaine UNISON SBMC : Thanks everyone this is such a rich network.

12:44:03 From Kimi Jolly : Thank you Danny and Rami, it is so important for EM communities to be included in these conversations and we appreciate your efforts

12:44:10 From Margaret : Thanks to everyone. Let us continue to work together

12:44:29 From Ruby Zajac - Licketyspit : Hear hear!

12:44:30 From Eman Hani : Thank you Minister for your active involvement with the network. Thank you Danny and Rami for organising this.

12:44:41 From khaleda noon : 100% Danny

12:44:52 From Talat Yaqoob : 100% agree with that Danny

12:44:54 From Margaret : Thanks Rami ,Danny and the Minister for being with us today

12:44:55 From Talat Yaqoob : Thanks