

**Notes of the Ethnic Minority – Race, Equality and Human
Rights Network**
25th March 2024 at The Barracks, Stirling

1. Welcome

- a. Danny Boyle (BEMIS, Senior Parliamentary and Policy Officer) welcomed and introduced Eman Hani (CSREC, CEO) who would be chairing the meeting today.
- b. Eman introduced herself and thanked BEMIS, the CSREC team, and all attendees of today's meeting.
- c. Eman gave an overview of today's session, highlighting the significant impact of Hate Crime, the need for preventative measures and approach, and calling for collaborative efforts from as many partners across all sectors to play their individual roles. Eman also reiterated the importance of reporting hate crime, ways in which this can be done safely, and the crucial issue of underreporting.

2. EHRC – Is Scotland Fairer? Dr. Hannah Telling, Head of Research Scotland, EHRC

Eman introduced Hannah and welcomed her to the stage to speak.

- a. Hannah introduced herself and explained who EHRC is and her role there. She also explained that the "Is Scotland Fairer?" report has been published in 2015, 2018 and 2023. This report shows long term trends and not nuanced policy analysis.
- b. Hannah went over the key findings of the report, topics which included: education, work, living standards, health and social care, as well as hate crime.
- c. Hannah also shared the latest evidence in relation to Race, Ethnicity, and Religion from equality and human rights perspective.
- d. Some of the key findings that were highlighted:

Education

- Higher levels were attained by EM than by White Scottish.
- Rise in bullying. Islamophobia was at an all-time high.

Work

- Not replicated at work level as being highest levels attained in Education.

Living Standards

- Poverty
- Homelessness

Health & Social Care

- Roman Catholic less likely to report good or very good health.
- Mental Health: EM overrepresented in mental health detection.

Justice & Personal Security

- Hate Crime: focus on religion / belief.

- 2014/15 to 2020/21 15% fall in report of race-related hate crime.
- Race is the highest reported type of all hate crimes. Most reports were against Black or Pakistani communities.
- This doesn't mean it is going down as it could be due to underreporting.
- 47% Anti-Catholic prejudice – very different in Scotland than the rest of Britain (42% Islamophobia).
- Catholic, Islamophobia, and Antisemitism are disproportionately large compared with population who identify with these religions in Scotland.
- Prison and incarceration.

Eman opened a Q&A session for attendees to engage with Hannah.

3. Minister for Community Safety, Ms. Siobhan Brown: 'Reflections on the implementation of the Hate Crime and Public Order (Scotland) Act 2021 and Hate Crime Implementation Plan' including open discussion with attendees

Eman welcomed Ms Brown, MSP and invited her to speak.

- a. Ms Brown thanked BEMIS and CSREC for the invite.
- b. Ms Brown asserted the importance of upholding Human Rights for all members of our communities.
- c. Delivery Plan – Ms Brown thanked everyone who engaged in this.
- d. She spoke about the 'Hate Hurts Campaign' and how hatred and prejudice will not be tolerated, then played the official campaign video on screen.
- e. The Hate Crime & Public Order Scotland 2021 was passed in March 2021. Implementation and Delivery Plan will commence on Monday 1st April 2024.
- f. Ms. Brown shared Lord Bracadale recommendations (22 in total) based on the Independent Review of Hate Crime Legislation in Scotland that he led in May 2018. She thanked all for their help and guidance on the Hate Crime Bill from its very inception.

Eman opened a Q&A session with questions that were present to Ms Brown in advance of the meeting. There was also an opportunity for attendees to engage with Minister Ms. Brown and official group photographs were taken.

4. Lucy Allan, Hate Crime Policy Manager at Scottish Government – The Hate Crime Implementation Plan for Scotland. Commitments, priorities and next steps.

Eman introduced Lucy and welcomed her to the stage to speak.

- a. Lucy gave some background on the Hate Crime Strategy and the work led by the Hate Crime Strategic Partnership Group between September 2022 and January 2023.
- b. Lucy shared that the Strategy sets out how the Government plans to work together to build on work done up until now and shared the 3 main aims of the Hate Crime Strategy.
- c. There are 14 commitments that the Scottish Government had identified and will take forward in collaboration with partners and stakeholders.

These commitments set the strategic priorities for tackling hatred and prejudice in Scotland over the next few years.

- d. Lucy added that the Delivery Plan sets out the Government's immediate and medium-longer term priorities to support the communities, while maintaining clarity for accountability and timelines for delivery.
- e. She encouraged stakeholders if they feel anything was missing from the Delivery Plan or not being included to bring this up at the discussion part.

Eman opened a Q&A session for attendees to engage with Lucy.

5. New OSCR powers and implications for charity and third sector – Maureen Mallon, CEO of OSCR.

Eman welcomed Maureen introducing OSCR and invited her to speak.

- a. Maureen shared that the Scottish Parliament laid legislation to commence some of the changes contained in the Charities (Regulation and Administration) (Scotland) Act 2023 and that these changes will take effect on Monday 1st April 2024.
- b. She also gave the audience an insight on the new OSCR powers and implications for charity third sector,
- c. OSCR's fairly small team of 47 works tirelessly to manage over 25,000 charities registered in Scotland.
- d. The changes mainly aim to allow and facilitate for charities to let them do what they need to with as little restrictions as possible.

Eman opened a Q&A session for attendees to engage with Maureen. No questions were asked at this session.

6. Date of next meeting

- a. Danny Boyle concluded the meeting by thanking Eman and her team at CSREC for hosting and chairing today's meeting.
- b. Danny announced that the next meeting would take place on Wednesday 12th June and would be hosted by Grampian Regional Equality Council (GREC) in Aberdeen.
- c. Eman invited everyone to have lunch and enjoy more networking.