

# ELREC Newsletter



**Edinburgh & Lothians Racial Equality Council**

*Promoting Racial Equality and Fighting Racial Discrimination*

## Editorial

Welcome to the twelfth issue of ELREC Community Newsletter which aims to bring our readers news and information about our work as well as the latest developments in the race equality field.

### Moving on up?

EOC Scotland called for the new Scottish Executive to act on the findings and recommendations of its final report looking at the position of visible minority ethnic (vme) women at work.

The report reveals that not only are visible ethnic minority women three times more likely to be unemployed than white women, in some cases they are twice as likely to hold higher degrees. Although minority ethnic girls are the highest achieving group in school, minority ethnic women are likely to be clustered in a narrower range of occupations than white women, be working for less pay and are severely underrepresented at senior levels in Scotland's workplaces.

One disturbing finding shows that 79% of vme women have witnessed, experienced or reported discrimination in the workplace. As well as ethnic origin vme women can be affected by discrimination on the grounds of colour, gender and faith.

EOC Scotland have named the key barriers affecting the position of vme women in Scotland's workplaces as:

- racism, sexism, Islamophobia and stereotyping
- workplace culture – which discourages and excludes vme women from applying for jobs and progressing within organisations
- a lack of support for parents and carers, particularly high quality childcare able to cater for an ethnically, culturally and faith diverse workforce
- a lack of data on the issues affecting vme women rendering them 'invisible'
- inadequate support networks for vme women and a lack of support for employers to recruit diverse workforces

Launching the report EOC Scotland Commissioner, Rowena Arshad, said "As a modern, progressive nation which believes passionately in social justice, we must take action on this now - to waste such potential and ability any longer would not just be unacceptable to vme women it makes absolutely no economic or social sense for a small nation like Scotland."

Full report can be downloaded on line at [www.eoc.org.uk/PDF/BME\\_GFI\\_Scotland\\_final\\_report.pdf](http://www.eoc.org.uk/PDF/BME_GFI_Scotland_final_report.pdf)

### Scottish Alliance for Racial Equality Councils



Scottish Alliance for Racial Equality Councils (SAREC) held its first public activity, since its launch, at the Gathering, SECC in May.

The four racial equality councils in Scotland jointly managed an information stall at the Gathering to inform the public of our individual work as well as how we plan to work together nationally.

ELREC staff had the pleasure of being the first team to host the SAREC stall on the first day of the Gathering - 23 May 2006. The attendance was very encouraging. We generated interests from those who live and work in Scotland as well as the international delegates from the CIVICUS conference.

A series of meeting will soon take place between SAREC's Board and key stakeholders. We look forward to working with our national partners in delivering equality for all.



**By Nina Giles**

**Director**

**Issue 12  
June 2007**

## ELREC MANAGEMENT

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## Back to Work

Time has certainly flown! I have now returned to work part-time after my maternity break of 8 months. I enjoyed the time off immensely. It was great just being a mom to my two sons Bradley aged 3 and my new baby boy Toby. Toby arrived 8 days early on October 30 2006. He is a very happy and contented baby. We all love him very much.

I have been back to work for almost a month now. My first day was a bit strange but since then things have fallen into place. I am gradually getting up to speed with all the changes that have occurred since I have been away from ELREC.

My heartfelt thanks go to Rita Kochar who ably held the fort as Complainant Aid Officer during my absence. Rita's last working day was on 27 June. I wish Rita all the best as she begins her career as a qualified solicitor.

## Changes to Complainant Aid Service

Unfortunately, due to a drastic reduction in funding from the CRE the Complainant Aid Service has had to be significantly curtailed. The Service will be open to clients at the following times.

Mondays: 9 am – 2:30 pm

Tuesdays: 9 am – 2:30 pm

Wednesdays: 9:30 am – 12:30 pm

We will be operating strictly on an appointment basis. However, if you have an urgent matter outwith these times then please telephone our office and someone will try to assist you.

## Complainant Aid

### Race Discrimination and Harassment Practitioners' Forum

The Race Discrimination and Harassment Practitioners' Forum has been in existence for almost two years. The Forum provides caseworkers and other interested parties a supportive environment in which to share difficulties and exchange best practice on handling race specific casework. It is intended that the Forum will continue to meet on a quarterly basis. If you have never attended the Forum then a warm welcome is extended to you. Please contact me for details.

*By Christine Maitland Francis  
Complainant Aid Officer*

### Five-a-Side Football 'Diversity Cup'

#### TEAMS WANTED!

**Sir Tom Farmer to present the Winners Trophy**

**World of Football – Corn Exchange - Saturday 7th July - K.O. at 12 noon**

The Edinburgh Corn Exchange is to host a Five-a-Side Football Tournament, 'The Diversity Cup' in aid of the Inter-Faith in Action project with 'Habitat for Humanity' in Kyrgyzstan, Central Asia. Teams are invited from across the community to demonstrate the positive and co-operative diversity of Edinburgh for this inaugural and unique football tournament.

The sixteen team event will be held at The World of Football within the Edinburgh Corn Exchange. Already there is strong

interest with team enquiries from the Pakistan Muslim Community, the Buddhist Community, Sikh Community, Christian and Indian Communities. Other enquiries have come from a Tesco team, an Asda team, a Police team, an Emergency Services team and possibly a Lothian Buses team with the possibility of an Eastern European team and an African team. Organisers are also very keen to attract women's teams or players. The tournament format will be 4 groups with the top two teams from each group proceeding to the quarter-finals.

The participation fee is £5.00 per person in a team. All proceeds from this Five-a-Side Football event will go directly to the 'Inter-Faith in Action' project in Central Asia. Additional donations are also most welcome.

Sir Tom Farmer who is a keen supporter of multi-faith/multi-cultural work has agreed to come to the tournament final and present the winners trophy. In mid July a group of 20 Christians and Muslims from Edinburgh will travel to Kyrgyzstan, Central Asia to partner with 'Habitat for Humanity' in building some six new homes with the families who will actually live in them.

Event organisers, The Edinburgh Inter-Faith Association, invite teams to participate. To register a team please contact us directly on 0131 228 8146 or email [victor@eifa.org.uk](mailto:victor@eifa.org.uk)

**Five-a-Side Football 'Diversity Cup' Saturday 7th July – Kick Off at 12 noon** World of Football Edinburgh Corn Exchange

see details of the Inter-Faith in Action project at: [www.hope-into-homes.org.uk](http://www.hope-into-homes.org.uk)

## Community Development

### Race and Media

Recently we held a black and minority ethnic (bme) media forum as a result of some of the findings from the Leith and Restalrig research reports. These findings have further highlighted that minority people are very unhappy with the way that they are portrayed within the media platform. Some of the main concerns that were coming up time and time again within the research were:

- Portrayal of ethnic minorities within the general media sector
- The one sided way that Muslims are often represented in newspapers, news and TV programmes
- Not enough visibility of ethnic minorities on the TV
- Some of the story lines that ethnic minorities play in soaps and programmes

In order to address these issues a bme media forum was set up to provide information and to open up debate around these issues. Guest speakers were invited that were able to talk around these issues. Unfortunately one of our speakers who was due to speak on Islamophobia and how Muslims were represented within the media could not make it on the day.

Nick Pascazio, the BBC's HR development manager came along to speak about the BBC's role in addressing diversity issues. Nick provided statistics and financial information on what the BBC had done and were currently doing to encourage diversity within their organisation. The BBC have previously had some specific schemes for bme people to join their organisation. Previous schemes have seen 72 people enter and 44% of the people got employment while 19% were employed externally. Out of this 28% are still in employment. Obviously a lot more can be done in order to see more bme people

involved but Nick was very open to suggestions and ideas that he promised that he would take forward.

Jaclyn Tse, River City actress from a Chinese background spoke about her personal journey into the media. Jaclyn spoke about how she studied drama at Queen Margaret University in Edinburgh and about her initial struggles in trying to find acting work with her ethnicity and Scottish accent. Throughout her acting career, Jaclyn spoke about how people were telling her that because she was Chinese that there 'would be no work out there for you.' Her struggle for work included moving to London where she worked on and off and then back to Edinburgh. Importantly one of the points that Jaclyn raised which is a sensitive area for many people from ethnic backgrounds was that one of the main drives of motivation to pursue her career in acting was that she was sick of seeing people of non Chinese origin playing the roles of Chinese people through the aids of wigs and make up. Jaclyn is now playing the role of a doctor in the Scottish River City programme, a role which was created for her by the executive producer of River City and Jaclyn herself. An example of good practice – if only all TV producers carried out the same



procedure....

Anvar Khan, a journalist spoke about 'race in the media.' Being from a mixed race Muslim background, she emphasised the point that there were definitely not enough people from ethnic minority backgrounds that worked in media especially journalism. In one of her interviews with Greg Dykes, former

BBC Director General, it came out that even he thought that the BBC was 'hideously white.' She has worked for 14 years in her freelance career and within this career lifetime only a small number of her articles have been colour related. Anvar has often felt the pressure to comment on 'race and diversity issues' because there was often a reluctance from other journalists to comment on such sensitive issues due to the repercussions of being branded a racist and a general lack of knowledge around this area.

Importantly what this forum reiterated was that there is not enough of the actual diversity that Britain holds is represented on screen and in the papers. Hence due to these small number of ethnic minorities within different areas of the media platform, the few that are out there are under pressure to constantly speak or comment on 'race' and diversity' issues. In order for articles in newspapers and magazines to be more accurate, for TV soap roles to be less stereotypical and News and TV coverage to be more representative, we need everyone to become more involved. Cliché I know BUT the media bosses and producers need to be seen to be doing a lot more that just advertising for BME people to join their services, they need to be actively out there recruiting and allowing people to hear about their services – outreach work is vital!! On the same token though BME people need to get more involved. Yes we know that typically for some communities there is still a bit of taboo for joining the media sector especially onscreen acting however there are many other ways of influencing this sector. It's not just acting – there's radio, researchers for factual and entertainment dramas, editorial, camera, sounds and producer, online resources etc. Sadly though inequalities, racism and discrimination still play an important part in probably

*By Shasta Hanif*

*Community Development Officer*

# Community Planning Project

## 'We are all in this together'

### ELREC-CPP project completed successfully

The last quarter (March – May) has been a very busy time for ELREC-CPP team to conduct Community Planning (CP) Seminars throughout the Edinburgh and Lothians. Under the ELREC-CPP project funded by the Scottish Executive series of seminar titled "we all in this together" hosted by ELREC in collaboration with the relevant community planning partnerships (CPP) in the region.

#### Why ELREC-CPP?

Community Planning is about organisations and communities working together to improve public services and quality of life. At the heart of Community Planning is listening to and communicating with communities. It is also about involving them in decisions about how services can better meet local circumstances. Local authority undertake such initiative as their statutory duty which implied by various acts and legislations. In view of that ELREC carried out these seminars to promote awareness on racial equalities in CP process aiming to encourage BME community engaged with the CPP. The schedule of the seminars was as below:

10 May 2007 Thursday	Dalkeith Arts Centre, Dalkeith, Midlothian
14 May 2007 Monday	COSLA Conference Centre, Haymarket, Edinburgh
17 May 2007 Thursday	West Lothian College, Livingston, West Lo- thian
23 May 2007 Wednesday	Brunton Hall, Mussel- burgh, East Lothian

#### Seminars

Participants were invited to the seminars from wide ranges of BME community lived and worked in each local authority area. In the post election period and short-time notice the seminars were well attended by ranges of ethnic background and service providers. The



programme of the days designed with formal presentation, speech and question & answer. Most of the seminar chaired and welcomed by ELREC board member while Nina Giles, ELREC director, who set the scene in delivery of the first presentation. Vote of thanks given by Prof. Geoff Palmer, President, Foysoil Chaudhury, Vice chair and Emma Crawshaw, member of management board, ELREC. Overview of the CP delivered by officers of the relevant community planning unit of each council, they also demonstrated their commitments, progress towards community planning and opportunities available to encourage engagement of BME attended at the seminars. Also speakers from Scottish Executive, Lothian & Borders police, Youth Council, Community Health Partnerships, Tenants and Residents Panel-contributed into most of the seminars.



#### Workshops:

There were 9 workshops held alongside four seminars. At the end of formal presentation participants were invited to join in the workshops jointly facilitated by ELREC staff and colleagues from CPP.

Almost similar questions; as below; were set to discuss in the all workshop, but participants were free to raise any concern which they think important and relevant to their realisation and needs. Each workshop consist of small number of participants comprised with service users and service providers together given the opportunity to explore the issues more elaborately while participants from BME community feels more comfort towards seeking the way of engagement and identifying the barriers.

The questions asked at the workshop was -

What are the issues which may have impact on their daily life?

#### Key findings

Main aim of the project was raising awareness on community planning to encourage people to involve with. In addition to that, the major issues associated with the livelihood of BME people and barriers to effective engagement, which has been explored throughout whole phase of the project i.e. seminar, question & answer, workshop session, feedback forms, outreach and communication, share & exchange the views with the BME community either individual or group lived or worked around the Edinburgh and Lothians. Summing up the all outputs,

## Community Planning Project (cont.)

analyzing feedbacks and comments key findings revealed as follows:



### Workshop session: Issues

The typical issues re-sounded by all BME people at the seminars and discussion which have been explored by many other study and mapping exercise earlier. However, participants concerned over the key issues around the four local authority area could sum up as follows,

- Various aspects of health inequalities ; healthy living not maintained
- Hassle to get treatment, diagnosis and appointment particularly for older people
- Experiences of racial discrimination; concentrate on some specific ethnic business ; absence of diversity in employment
- Find problem to maintain ethnic rituals, cultural ethos; lacking confident
- Lack of capacity; barriers to actively being involved ; practices turned into culture over time ; has resulted segregation
- Accessibility, lack of appropriate information

*By Mizanur Rahman  
Events Co-ordinator*

### Workshop session: Engagement

1. Awareness about the 'community planning' among Black and Ethnic Minority is vital prior to invite them to engaged with
2. BME people more enthusiastic to be involved with CP but realistic approaches need to be initiated
3. Issues and needs in relation to the BME community are often covered and addressed by particular representative of the ethnic group. But many people not necessarily led by the so called 'BME representatives'.
4. Risks associated from generalising the values of all different ethnic groups in a common forum.
5. Intensive consultation with BME is required prior to planning & delivery of any promotional activities/ programmes to support them
6. More clarification needed on the basis of what BME people will involve with the community planning locally
7. Engagement of the BME community with the service planning and delivery to be addressed in the local authorities' engagement strategy in light of national engagement criteria
8. Focusing on involvement of BME community at the more localised CP structures through capacity building and other practical support



### Acknowledgement:

We would like to thank our community members those attended at the seminar and given us useful feedback despite their busy working life.

Special thanks and gratitude goes to those distinguished speakers & colleagues; from the Councils, Community Planning Partnerships, Lothian & Borders Police and Communities Scotland who have made their time available and who have given us contacts of people and help us publicise and make our seminars possible and thanks to Scottish Executive for financial support. We would like to thank ELREC Board members and staff for providing support in organising the community event to encourage BME people; having their voice heard towards build up a just and sustainable community.

**Would you like to meet  
Members of the Scottish  
Parliament?**

**Would you like to know how the  
Parliament works.**

**Would you like to discuss what  
the barriers to Democracy in  
Scotland are?**

**CEMVO SCOTLAND and ELREC  
Present**

**A unique opportunity for  
Minority Communities to learn  
about the civic, democratic and  
electoral processes**

**A free Information and Learning  
Event at**

**The Scottish Youth Hostel,  
9 Haddington Place, Edinburgh  
EH7 4AL**

**On 28<sup>th</sup> August 2007**

**From 1.00 until 4.45pm**

**Lunch/Refreshments will be  
served**



### Think SM:ART Youth Conference

On Monday April 23<sup>rd</sup> we had the first ever S3 Anti-Racist conference. It was held at The Hub in Edinburgh. One hundred young people from 13 different schools took part (*Broughton High School Trinity High School, Leith Academy, Drummond Community High School, Wellington School, St Nicholas's School, Firrhill High School, Portobello High School, Kingsinch High School, James Gillespie's High School, Royal High School, Craigmount High School and St Augustine's High School*). The young people were of mixed ability and their teaching staff were encouraged to bring as representative a group of young people as possible from their schools. They were accompanied by one teacher, often from the Guidance or Equalities team.

The event was opened by Nina, Yasmin Zemmoura (*Radio Forth*) and Alistair Dinnie (*City of Edinburgh Council*). Then the Scottish Youth Parliament and Young Scot conducted a live poll, designed to garner information about racist attitudes amongst young people and their knowledge of the issue. They had hand held voting pads and their opinions were immediately calculated by the computer, which was a very interesting exercise. Then, in groups, the young people were given discussion cards and asked to feed back their views and arguments. They were all very vocal and keen to participate and some very good

## Upcoming Events In The Youth Zone Relationships Workshop on Thursday 28<sup>th</sup> June



arguments were developed.

During the lunch break Edinburgh Youth Council, ELREC and the Scottish Youth Parliament had stands displaying information about their services and activities so the young people could find out about the different organizations they can get involved with in order to have their say on issues that are important to them.

If they wanted to have their say there and then, there was the chance to be interviewed by Forth One and/or to take part in the Young Scot Podcast. The podcast was then posted on the Young Scot website and Forth One broadcast the interviews the next day.

In the afternoon we ran 8 different workshops consecutively. These were designed to be hard hitting and thought provoking; tackling a wide range of issues such as globalization, community tension, media, religion, terrorism and immigration.

The last session was entitled 'Can one person make a difference?'. Working in groups, the young people had to decide on three actions that they could take forward in their schools that would challenge racist behaviour and spread the word that racism would not be tolerated.

The overall aim of the conference was to encourage young people to confront racism rather than deny or ignore it

and to give them the opportunity to work together to come up with practical measures that would enable them to challenge racist behaviour in their schools and communities.

I hope that this was achieved. In the last session there were certainly some very good ideas produced and they all seemed very engaged in the other activities and workshops that we ran. They all said they would like to do more things like this and that they had benefited from the day.

The idea is that those who attended the conference can go back to their schools and pass the message on to



all those that weren't able to come. A simple pack is currently being compiled containing all the activities and ideas that were produced so they can be used by pupils and schools as a resource to help implement (with support which is why their teachers were asked to come as well) some of the suggestions through various peer education methods.

#### Suggestions were:

- Put posters up around the school
- Sell anti-racist t-shirts
- School Concerts
- Make a personal commitment to report racism
- School Assemblies
- Peer education sessions with the younger year groups
- Establish a confidential service for people suffering from racist abuse to go to
- Raise awareness of racial discrimination and broaden understanding of different backgrounds
- Hold an equalities day

*By Fay Benson*

*Youth Development Officer*

## What's Happening at the Youth Zone

**Youth Zone .....The place to Be and Be Seen!!.....**

**Thursdays 3 to 7 pm**

**Fridays 1 to 5 pm**

### Outreach

Since the last edition of the newsletter Youth Zone staff have really focused on targeted outreach to try and raise awareness of the service and encourage new young people to come. We have been to Stevenson College, Hollyrood High School, Forrester High School, Broughton High School at lunch time to hand out flyers and sweeties. We have also been to Ocean Terminal, Portobello Fair and Princes Street to chat to young people and publicise what we do.

### Anti-Racist Workshops in schools

We have been to two schools in this period, Loretto High School in Musselburgh and George Heriot's in Edinburgh, to do anti-racist workshops with their S4's and S6's. These went well both times, but especially in George Heriots where I had Lisa to help me and we were really able to develop some good debates and explore complex issues.

Both of these were part of equality days that were being held in the schools. I think we have finally got a good formula that all ages can respond to and really delves into peoples perceptions and opinions. We feel that going into schools and doing anti-racist workshops and raising awareness is a really important part of the youth development.

### One to One Service

The new one to one service has been going well. Some of the young people at Youth Zone have made use of this service mainly focusing on CV preparation, job hunting skills, applications and also mock interviews.

### Training and Seminars

Lisa has been to a seminar uncovering the problem of Human Trafficking and one on LGBT (Lesbian Gay Bisexual and Transgender) issues as well as a forced marriage conference which she is going to replicate for us here. We both went to a conference held by the NHS on Domestic abuse and child protection. Here we were able to gain more knowledge and a better insight on these different issues and possibly have future workshops with the young people on these topics.

### Youth Zone

Youth Zone has been quite quiet as it has been exam period and I'm sure all of our young people have been studying hard.

We went to see the Breakin' Convention Hip Hop Show and Brendan organized a really good boxing session with a trainer who has apparently got massive kudos in Kick boxing circles!!!

We had a visit from a University student to set up a focus group on the police stop and searches, and this led to a good discussion.

Melissa, our placement student also had a chat with our young people about their experiences of racism for her project.

### Summer Programme

The summer programme is planned and nearly all of it is confirmed we hope that it will be interesting, exciting, fun, enjoyable and different but most of all we hope to see some sun!!!! Contact Youth Development Team for more info or to sign up.

Day	Activity
<b>July</b>	<b>July</b>
Thursday 5 <sup>th</sup>	Climbing at Ratho
Friday 6 <sup>th</sup>	Dance Base workshop (4-5pm)
Thursday 12 <sup>th</sup>	Fast Forward Drugs Session
Friday 13 <sup>th</sup>	Dance base workshop (4-5pm)
Thursday 19 <sup>th</sup>	Trip to Dundee to see Discovery ship and Dundee contemporary Arts centre
Friday 20 <sup>th</sup>	Dance Base workshop (4-5pm)
Thursday 26 <sup>th</sup>	Imax cinema, Glasgow
Friday 27 <sup>th</sup>	Dance Base workshop (4-5pm)
<b>August</b>	<b>August</b>
Thursday 2 <sup>nd</sup>	Fishing Trip (TBC)
Friday 3 <sup>rd</sup>	Firefighter workshop (TBC)
Thursday 9 <sup>th</sup>	Canal Boat Trip 1-4pm
Friday 10 <sup>th</sup>	Forced Marriage workshop (TBC)
Thursday 16 <sup>th</sup>	Midsummer Nights Dream, Botanic Gardens
Friday 17 <sup>th</sup>	Trip to North Berwick
Thursday 23 <sup>rd</sup>	Edinburgh Tour Bus
Friday 24 <sup>th</sup>	Inverleith Park-picnic and sports
Thursday 30 <sup>th</sup>	Cinema
Friday 31 <sup>st</sup>	Princes Street Gardens Picnic



## **Support Services for Victims of Racial Harassment and Discrimination**

It has been a very busy three and a half months, and now the end of my placement is almost here. I have been working on a project looking into the emotional, psychological, physical and social effects of racism. I also looked at how people are (or are not!) supported in coping with these effects by services in Edinburgh. Here are some of the basic findings from this project:

### ***Methods***

This was a piece of action research, where 'data collection' is replaced with collaborative working towards social change. Therefore, the report presents the voice and opinions of the community members, and all participants are seen as co-authors. There were three overlapping stages to this project: individual meetings, service researching, and group meetings. Participants included a diverse range of ethnicities, ages, genders and perspectives.

### ***Effects of Racism***

As mentioned, four major effects of racism were investigated. The psychological and emotional effects that participants described included stress, anxiety, depression, anger, frustration, paranoia, loss of self-esteem, fear, loss of interest in life and on-going mental strain. Participants spoke of physical effects of racial harassment and discrimination, including insomnia, illness susceptibility, depression, self-harm, muscle tension, back aches, headaches and chronic health problems. Social effects were much more broad, including strain on relationships with family and friends, social isolation, lack of

social mobility, feeling unwanted, feeling paranoid, avoiding certain areas, identity conflict and fear of every-day tasks. Finally, many participants spoke of the financial effects of racism, such as losing their job and replacing or repairing damage to their property. All of these consequences build up upon each other and can create a downwards spiral in the quality of life and well-being of people who have experienced racism.

### ***Services***

Participants were asked to describe the services that they have used to support them with the effects that were described above. The police were described as unsympathetic to the needs of victims and people felt like there was no point in reporting a crime. They felt that there would be no feedback and nothing would be done for them. Victim Support was also described as being unsympathetic to the needs of participants. There are many other services that were available to support people, but they were not accessed for a variety of reasons. Some were so specialized that people did not feel that they would be able to go (such as serving only specific communities or genders, only helping families, and only helping people with 'mental illnesses'). Also, many services are unknown to the community, or their purpose is unclear. Overall, the community members as a whole did not point to any one service that they would access if they were in need of support for the emotional, psychological, physical or social effects of the racism that they have experienced.

### ***Services Needed and Recommendations***

Community members also were asked to describe what services would be helpful to support the effects of racism. They stated that both one-to-one and group support from a professional who understands issues of racism would have helped them cope with the effects of racial harassment and discrimination. They stated that this service must be free, available at a broad range of times (for the convenience of the community members) and must be easily accessible and attractive to young people. They did not like the term counselling, as it suggests that there is something 'wrong' with them. They suggested that they simply need a place that they trust and feel safe to talk to someone. They recommend a full-time coordinator of this service that will take appointments for one-to-one support, set up group support systems and have time each week for a drop-in support service.

### ***Thank You!***

I want to take this opportunity to thank everyone who participated / co-authored this project. You were all so wonderful, helpful, insightful and supportive. I am so appreciative that I got the opportunity to meet so many wonderful people and make new friends. Also, thank you to all of the ELREC staff for making me feel like 'one of the family' from my first day here and for being so very supportive. You all have made my time at ELREC unforgettable!

***By Melissa Elliott***

***Social Work Placement Student***

## Anti-Racism Message from a Young Person

Racism is commonly known as a belief or ideology that all members of each race possesses characteristics specific to that race, especially to distinguish it as being superior or inferior to another race/races. As an ideology, racism was first recognized in early modern Europe in Spain during the Reconquest. This was the seven and a half century process by which the Christians regained power over Iberian Peninsula (modern day Spain and Portugal) from the Muslim states of Andalus. It was during the 19<sup>th</sup> century, where "scientific racism" ideologies, which attempted to provide a racial classification of humanity, became common. "Scientific Racism" is the scientific theory of the 19<sup>th</sup> century that drew on physical anthropology along with other disciplines, to provide a division of culture, based on biological conception of the race. Theories such as this have provided ideological explanations to racism and slavery throughout the second half of the 19<sup>th</sup> century. However, even though such racist ideas were largely discredited after the First World War, the phenomena of racism, general prejudice and racial discrimination has remained and is still a great widespread issue throughout the world to this day.

People all over the world today are being treated unfairly simply due to their race, culture and also because of either their religion or nationality they experience prejudice. People experience racism in many different forms and individuals are affected in

numerous, seriously harmful ways. Those of a certain race or mixed race can experience personal attacks of any sort of kind including the possibility of vandalism on their personal belongings or property. This would involve things such as graffiti on homes, cars etc. There is even a high chance of violence against them. Violence is a common form of abuse against a victim, most recognized amongst young minorities. They may also experience many verbal or written threats and insults which may not be physically damaging but can emotionally harm a person and cause them to live in fear of the possibility of a physical attack arising from those threats.

Racism is incredibly harmful and damaging to anyone who is vulnerable to it. It can have many physical, emotional and social effects on the person who is the victim of a racist attack. Racial abuse for the abused can lead to stress, paranoia, anxiety and depression that lead onto many further illnesses. People can feel ill for weeks prior to an attack. Another physical issue is the possibility of the person actually being physically attacked for the victim may suffer a serious injury on top of the other physical factors having an affect not only on the inside but also on the surface; hard for the person to keep concealed. A young person open to racism may feel confused and in fact lose a sense of their own identity. This may cause them to lose interest in other aspects of their life for they are purely focusing upon why they are "the wrong colour" and ignoring the

important aspects of life and are therefore not enjoying life thanks to those narrow minded people that cannot accept the unfamiliar. It leads them to believe they should be ashamed of their race and feel like an outcast; something impure in comparison to those around them. Fear can arise causing people to be scared of leaving their own home which leads onto the many social effects provoked by racism. These effects could be anything from paranoia to actual self-harm; unable to accept the circumstances they are being reduced to. The emotional factors of low self-esteem degrade a person when they have no reason to feel embarrassed and should honestly have no reasons to be scared. However, unfortunately there is a vast amount of racism throughout the world and it is sad to say, many people of any race or culture are in danger of being exposed to racism every day all over the world.

Racism can exist in any race and in any culture. These racist violators feel threatened by any person who may be different from their surrounding culture or race. Nobody can be born racist. A person's own individual views and beliefs develop as a person grows. If a young person is brought up within a racist family or amongst friends who are in fact racist, they are most likely to accept racism and see it as a normal thing. Prejudice of any kind is based upon pure ignorance and fear of the unfamiliar.

- Harriet Stilley (aged 16) -



## Lothian and Borders Police

### Information from Diversity Unit

Between the 19-21st April 2007, two senior Police Superintendents from Pakistan visited Edinburgh and were hosted by Lothian & Borders Police in conjunction with the Pakistani community. Successful visits were made to Edinburgh Castle, The Forth Road Bridge, The Scottish Parliament, The City Chambers and key historical sites. They also participated in a farewell dinner to mark the retirement of Chief Constable Paddy Tomkins at the Annandale Street Mosque. Strathclyde Police also hosted the officers over a two-week period where they were shown a full range of specialist and operational policing.

On the 23-24th May over 13,000 Primary 7 schoolchildren from our Force area attended at the Choices for Life event held at Ingliston. This event is targeted at primary 7 aged children who are due to make the transition from Primary to Secondary School and aims to give them advice and information on making informed choices about drugs, alcohol and personal safety. Children from all cultures and communities attended this event, which sends out strong messages towards staying safe.

On Thursday 31st May 2007, officers from Lothian & Borders Police Diversity Unit held a half-day seminar within St George's West Church, Shandwick Place, Edinburgh, specifically for Muslim women.

Sergeants Nairn and Doig worked closely with AMINA, which is a Glasgow based Muslim Women's Resource Centre. The seminar was aimed specifically at Muslim women and gave them the opportunity to raise with Lothian and Borders Police the issues, which affect Muslim women living in our Force area.

The seminar consisted of three workshops which covered Hate Crime and Remote Reporting, Personal Safety in the Home (Domestic and Physical Abuse) and an input from the Procurator Fiscal Service in relation to Hate Crime and the court process.

A plenary session was included, followed by a Halal lunch. AMINA provided crèche and translation facilities. Force Recruitment representatives attended during Lunch to give advice on police/support staff careers and the feedback received was that many of the Muslim women had shown interest in civilian roles. Four of the attendees asked to find out more about the Lothian & Borders Police Volunteer Programme. The day was a great success and it is our Force intention is to repeat this opportunity on a regular basis.

On Saturday 2nd June 2007, Police Sergeants Doig and Nairn from Lothian & Borders Police Diversity Unit attended the Shakti Women's Aid 21st Fundraising Anniversary Dinner at the Sheraton Grand Hotel, 1 Festival Square, Edinburgh, to show support for this valuable organisation which helps black minority

ethnic women and their children experiencing or fleeing domestic abuse.

TYPICAL WOMEN is a community project taking place within Drummond High School on Tuesday evenings over the next six weeks. The project is looking for women of all ages and from all communities to take part in a series of workshops leading to a mendhi inspired performance at the Brunton Theatre on 21st July.

Police Sergeants Pauline Nairn and Diane Bruce will be taking part in these workshops and will participate in the performance in July in an effort to engage with women from many different cultures.

## Lothian and Borders Police Board – Diversity Lay Advisers

### Are you interested in addressing issues of hate crime against minority communities?

- Do you have working knowledge of minority communities?
- Do you understand the impact that discrimination could have on people?
- Could you commit time and energy to make a difference to your community?

Diversity Lay Advisers are independent volunteers who look at police and community relations, the police investigation of hate crime and diversity/equality issues. The Lay Advisers report on their findings to the Police Board. The Board is looking to appoint two more volunteers. They are encouraging applications from people who have a good awareness of disability issues or the new communities who have arrived in the Lothian and Borders area from the ten new European Union accession states, particularly the Polish community.

### More Information

Tel: 0131 529 4230

e-mail: david.emerson@edinburgh.gov.uk

### Information evening

Tuesday 24 July 2007

7pm in the City Chambers, High Street, Edinburgh.



**Lothian & Borders Police Board**

*Lothian and Borders Police Board is the police authority for Edinburgh, Midlothian, East and West Lothian and the Scottish Borders.*

## City of Edinburgh Council Children and Families Services

### Race equality work Jan – June 2007

In addition to workshops in 32 Primary Schools last year, the Equalities Officer recently supported Show Racism The Red Card in running two conferences at both Tynecastle and Easter Road for over 300 primary school pupils.

Since early 2006, Edinburgh University has been commissioned to carry out research into participation of black and minority ethnic families in early years services. This is due to report in August, 2007 to the Equalities Monitoring and Implementation Group.

With the support of CERES (Centre for Education of Race Equality in Scotland), two teachers at Leith Walk Primary School developed a welcome programme for children and families newly arriving from different countries. The school was a finalist in the Scottish Education Awards.

A significant contribution to schools' equalities work is made by the EAL Service. This usually involves the PT/Inclusion and Achievement in reviewing practice with senior managers in primary and secondary schools and agreeing plans for development, which are then supported through work with staff to develop and embed new practice. Wherever possible, parents and pupils are involved in this process and their views inform developments. This work happens on a goodwill basis with schools inviting EAL involvement.

The Council Equalities Unit supported Edinburgh and Lothians Racial Equality Council in hosting a one-day conference in April for S3 pupils on race equality. Over 100 pupils attended and a report has

been made. A wide range of workshops was enthusiastically attended. Concerns were noted at the lack of confidence expressed by young people in how effectively schools are dealing with bullying and racism (38% said they had reported an incident and 60% believed nothing had come of this).

Community Learning and Development have supported the emergence of a group of Muslim women in Pilton, called the Pakeeza Womens' Group. The group produced a booklet 'Pride and Prejudice, Beyond the Veil', which had an initially very small print run. The booklet had a very successful launch by Councillor Aitken some months ago. A reprint has recently been funded by the Edinburgh Inter Faith Association (a group supported by the Council) to provide copies for all schools. The women's group have received a number of requests to visit schools and also a Child and Family Centre and are successfully countering some of the stereotyping of Muslims and especially Muslim women.

Children and Families staff were responsible for bringing together the Anne Frank Exhibition and its high-profile launch in the Edinburgh Synagogue on 6 June. At the same time, Scottish Executive funding was secured to develop a staged production of 'One Scotland' in which the diversity of the history of the Scottish population was narrated and accompanied by high-quality performances by young people from across Scotland.

An increase in the number of partnerships with schools in other countries is a significant factor in contributing to race equality, good race relations and to the global citizenship agenda.

## ELREC seeking new members

ELREC exists to ensure people can work together to ensure everyone in Edinburgh and the Lothians is respected, can achieve equal access to rights, entitlements and opportunities.

Promoting and increasing Membership and the active involvement of people from all communities, age groups and backgrounds are crucial to realizing this vision.

Members may choose to:

- stand for election to the Board of Directors and serve communities by governing the work of the organisation and supporting its staff
- volunteer at the ELREC offices or at a project such as Youthzone, enhancing what the service can offer
- vote at our Annual General Meeting to ensure decisions and developments are agreed democratically
- advise the Board of Directors by bringing their expertise to a sub group, eg Finance, Personnel, Membership

Every membership helps ELREC to build good relationships between communities and to work more effectively to ending all forms of racial discrimination

**Please call ELREC on 0131 556 0441 or write to the Membership Panel Chair to obtain a membership application form.**

## Back Page Information



### ADVERTISING

We welcome organisations to advertise in ELREC Community Newsletter, for example:

- Promoting services
- Disseminating flyers
- Advertising
- Vacancies
- Consultations
- General marketing

This service is available for a contribution of £100.

To find out more, please contact Nina Giles on 0131 556 0441 or [admin@elrec.org.uk](mailto:admin@elrec.org.uk)

The newsletter is available on a quarterly basis.

### CONFERENCE ROOM

You can book our 20-seat meeting room on an hourly basis for £10 per hour

Tea & Coffee £1 per head

Please contact the office for any bookings

### DONATIONS

ELREC is a registered charity in Scotland. We welcome donations however small, from individuals or organisations to help us to pursue our goal - *racial equality and justice for all*.

If you would like to share any interesting fundraising ideas with us, please give the office a ring.

### SERVICES

**Edinburgh & Lothians Racial Equality Council (ELREC)**, founded in 1971, is a voluntary body and charitable company made up of individual members and representatives from a wide range of organisations. ELREC has a remit to work across the areas of City of Edinburgh, East Lothian, Midlothian and West Lothian Councils.

#### We aim to:

- Work towards the elimination of racial discrimination
- Promote equality of opportunity and good relations between persons of different racial groups
- Promote and organise co-operation of the statutory authorities and voluntary organisations

#### We pursue our aims through:

- Individual Complainant Aid Service
- Education and Training
- Campaigning
- Publications
- Consultancy and Signposting

#### To contact us:

Edinburgh & Lothians Racial Equality Council  
14 Forth Street  
Edinburgh  
EH1 3LH  
(T) 0131 556 0441  
(F) 0131 556 8577  
(E) [admin@elrec.org.uk](mailto:admin@elrec.org.uk)  
(W) [www.elrec.org.uk](http://www.elrec.org.uk)

Charity Number: SC007896  
Company Number: 183419

### OUR TEAM

Nina Giles - Director

Tasneem Ahmed - Administrator

Rita Kochar / Christine Maitland-Francis - Complainant Aid Officer

Shasta Hanif - Community Development Officer

Mizan Rahman - Events Co-ordinator (ELREC-CPP)

Shazana Hussain - Development Assistant (ELREC-CPP)

Fay Benson - Youth Development Officer

Lisa Lam - Youth Development Assistant

Tommy George - Youth Zone Support Worker

Jennifer Ba - Youth Zone Support Worker

Brendan McGeever - Youth Zone Support Worker

Maurice Kazoka - Youth Zone Support Worker

Melissa Elliot - Social Work Placement Student