

ELREC Newsletter



Edinburgh & Lothians Racial Equality Council

Promoting Racial Equality and Fighting Racial Discrimination

ELREC Annual General Meeting

Wednesday 24 October 2007, 6:30pm

Lindsay House, South Bridge Street, Bathgate

ALL WELCOME

We would like to thank Race Equality in Housing Forum for its kind donation of £2,224.94. This donation will help furthering our cause.

**Issue 13
September 2007**

**ELREC
MANAGEMENT**

Editorial

Welcome to the thirteenth 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.

Equality Review

In 2005, the Prime Minister commissioned this independent Review into the causes of persistent discrimination and inequality in British society.

The aims of the Equalities Review are to:

- provide an understanding of the long-term and underlying causes of disadvantage that need to be addressed by public policy;
- make practical recommendations on key policy priorities for: the Government and public sector; employers and trade unions; civic society and the voluntary sector; and
- inform both the modernisation of equality legislation, towards a Single Equality Act; and the development of the new Commission for Equality and Human Rights.

The Review follows several initiatives by the Government to step up action against

inequality:

- The new Commission for Equality and Human Rights (CEHR) will start its work in October 2007, taking over the mandates of the Commission for Racial Equality, Disability Rights Commission and Equal Opportunities Commission and assuming responsibility for more recent legislation on age, transgender, sexual orientation, and religion and belief. Crucially, it will take the lead in promoting the development of a human rights culture in Britain. That is not the principal focus of this Report, but the new Commission's role in establishing a pragmatic approach to human rights, focusing on dignity and respect, will without doubt be fundamental to its work.

- There have also been several Government-sponsored reviews which have a critical impact on equality, including the Turner Pensions Commission, the Women and Work Commission, the Harker report on child poverty, the Gilbert report on the personalisation of teaching and learning, and the Leitch Review of skills. This review has not duplicated the work of these reviews but has drawn on their findings and recommendations.

- In parallel to this Review, the Department for Communities and Local Government is leading the Government's own

Discrimination Law Review (DLR). The aim of the DLR is to create a simpler, fairer legal framework. Involving several government departments, the DLR is assessing how anti-discrimination legislation can be modernised to fit the needs of Britain in the 21st century. It is expected to publish its findings later this year.

- Finally, the Comprehensive Spending Review (CSR) currently being conducted by the Government will set public spending patterns for the next decade.

The Scottish Government is currently conducting a consultation on the final report of this review, full copy can be downloaded on <http://archive.cabinetoffice.gov.uk/equalitiesreview/>. They are particularly keen on seeking views on the following areas:

- What do we mean by equality and why does it matter?
 - What are the persistent inequalities?
 - Why do inequalities persist?
 - Ten steps to greater equality?
- Responses required by 2 Nov 2007, to Sue Mullock, Gender & Mainstreaming Equality Team, Equality Unit
2G Victoria Quay, Edinburgh. EH6 6QQ, email
sue.mullock@scotland.gsi.gov.uk, or fax 0131 244 1824

**By Nina Giles
Director**

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Complainant Aid

Back to Work

Christine Maitland-Francis who returned to work from her maternity leave has now joined City of Edinburgh Council Children and Families Services as their Equal Opportunities Officer.

I seem to have gone round full circle. I left ELREC in June 2007 and I am now back until the end of March 2008 and after this I will start my training contract.

If you wish to make an appointment with the Complainant Aid Officer, I am available from Monday to Wednesday from 9.00 until 2.00 pm and Thursdays from 9.00 to 12.00 pm.

New Commission

There are other major changes which you all should be aware of and they are due to take effect in October 2007. The Commission for Racial Equality is to be no more instead, there will be a new commission known as the Commission for Equality and Human Rights (CEHR). The CEHR aims to bring together the work of the 3 already existing commissions (which will be dissolved). The 3 Commissions being:

- Commission for Racial Equality
- Disability Rights Commission
- Equal Opportunities Commission

The new Commission will focus on 6 strands namely;

- Age
- Disability
- Gender
- Race
- Religion or belief
- Sexual orientation

It will also promote awareness and understanding of human rights issues and encourage good practice by public authorities in meeting their Human Rights Act obligations, this will however, not include human rights relating to policy areas that are devolved to the Scottish Parliament.

The functions of the CEHR will be to encourage good practice and an awareness of rights about equality, diversity and human rights and work to eliminate unlawful discrimination and harassment, promote an understanding of the importance of good relations between different groups especially between different racial and religious groups and between members of groups and others, monitor the effectiveness of the equality and human rights enactments, identify changes that have taken place in society and the results Britain should aim for.

The CEHR will aim to advise employers and service providers on good practice and the promotion of equality and good relations. In addition to this, the CEHR will carry out inquiries and investigations and to this effect provide advice and information on rights and equality laws

There are advantages to a single commission including, having a single source of equality experts to provide information and advice - instead of the current separate organisations. Further, individuals, businesses and the voluntary and public sectors will find it easier to communicate with a single point of contact. For people facing more than one type of discrimination, there will be one body able to tackle multiple levels of discrimination. This is probably the biggest advantage since, in addition, there will be a representative body for older people providing help with age

discrimination.

The Scottish equality, diversity and human rights context differs from the rest of Great Britain. The Scotland Act 1998 which established the devolved institutions (Scottish Parliament and Scottish Government) also gave those institutions specific powers and duties relating to equality and human rights.

While international relations are a reserved matter, the observance and implementation of international obligations, including obligations under the Human Rights Convention are not reserved.

The power to legislate on equal opportunities is reserved, however there are two exceptions to the reservation:

- the encouragement of the equal opportunities requirements; and
- the imposition of duties on Scottish public authorities, and cross-border public authorities in relation to their Scottish functions

Acts of the Scottish Parliament are not law and can be challenged and potentially struck down by the courts if they do not comply with human rights. Further a member of the Scottish Government has no power to make any subordinate legislation, or to do any other act, so far as the legislation or act is incompatible with any of the Convention rights.

Race Discrimination and Harassment Practitioners' Forum

Our next Forum is to take place sometime in November 2007. I will let you all know the details once a date is finalised.

By Rita Kochar

Complainant Aid Officer

Community Development

Minority Issues

Recently ELREC were made aware of racial abuse, harassment and discrimination that minority ethnic taxi drivers were suffering in West Lothian. The taxi drivers, majority of who are from a Pakistani background are dealing with issues of racism from their customers on a daily basis. Some people have been refusing to enter taxi's when there has been an Asian driver whilst some taxi drivers have been threatened with violence and have been attacked both verbally and physically. It also seems that Thursday, Friday and Saturday nights are the worst and these days are probably when the occurrence of racism is at its highest.

A meeting was set up by ELREC for the drivers to raise their concerns with members of Lothian and Borders Police. It was a well attended meeting with 21 taxi drivers attending. The meeting has raised some important issues which are currently being dealt with in liaison with the appropriate authorities in West Lothian.

Another issue which has been causing some distress to members of the minority community is the recent house breakings into homes occupied by Chinese families since May. A group of criminals have been particularly targeting homes in the Edinburgh area where they thought that they would find large amounts of cash and valuables. In response to this, an advice and information afternoon was held at the city chambers in July by Lothian and Borders police in association with the council for the Chinese community. This meeting was extremely successful with over 150 people attending. Safety and security information was provided to the communities for their homes and belongings, followed by a

question and answer session. The session was informative and constructive and restored faith back into the Chinese community that help was out there and that the police, council, ELREC and other organisations were out there to help.

Democratic Participation Event

ELREC, CEMVO and the Electoral Commission recently put on an event for bme communities to find out more about civic, democratic and electoral processes. The event was successful with an interested and participatory audience. Speakers came from the Scottish Parliament and Electoral Commission to explain more about their roles and provide background information on their organisations. The former Lord Provost Lesley Hinds and Scotland's first ethnic minority MSP Bashir Ahmed also spoke about their personal journey into politics. Events such as this are vital in increasing involvement of bme communities in the political process as recent surveys by ELREC have confirmed that people from minority communities were not getting involved in politics due to the following reasons:

- not being registered
- not interested
- not knowing how to vote
- not enough or any knowledge on political parties and politics
- reliance on other family members to explain voting procedures and methods

It is then essential that better engagement with voters by politicians and policy makers is a must in order to allow for more community involvement.

Community Planning

A definition of Community

planning:

"A process facilitated by a local authority to bring together public agencies to work with the community to plan and deliver better services which make a real difference to people's lives."

Following on from the successful seminars on local Community Planning process held in May earlier this year, ELREC will be continuing their work on community planning and moving onto the next stage of the project. This part of the project will continue to work with Edinburgh, West Lothian, East Lothian and Mid Lothian local authorities to set up or collaborate with local area forums for the bme communities who work and reside in these areas.

Additionally, this project will aim to engage and work along side with other equality strands and link up with local projects. We believe it is important that racial equality is promoted positively in multi-equality dimensions. Through this we hope to tackle multiple discrimination and acknowledge the diversity within everyone, for example, being bme as well as being a woman, being disabled or having a different sexual orientation.

Coming Up

ELREC's research reports on bme communities in Leith and Restalrig will be launched in October. The launch will report back on important findings from the Leith BME Fact Finder and The Restalrig Community Relations Project. If you are interested in attending then please register your details with ELREC and we will contact you when information is available.

By Shasta Hanif

Community Development Officer



Youth Zone Updates

Firstly, Fay has now left her post as youth development officer as she has moved back to London. We all wish her the best of luck and she has been a pleasure to work with.

Many of the young people have progressed with successful applications to colleges and universities and will start their new journeys soon.

One to One work

- Through the one to one work with some of the young people I can now say that they have gained so much more confidence and have broadened their horizons. They have been working hard over the summer with their new found summer jobs and I wish those best of luck with starting their courses and being a step closer in fulfilling their personal potential.
- Two young people approached me about participating in the Duke of Edinburgh Awards. I gave them information about the scheme and passed along the contact for them to attend weekly meetings. Best of luck to them and I am sure they



All in the name of Youth Zone !!

will do well.

- I have continued to find jobs for the young people and career development work. There is a weekly job posting in the board room at Youth Zone and for those who have been unable to drop in I have sent them the job advertisements that they have particular interest in. However I have also tried to widen their opportunities by giving them information on training schemes, further education or apprenticeships.
- Some young people have requested to bring in those people who are in the specified jobs that they have interest in to come along and chat to them and give them advice; I think this is a brilliant idea and will try to set this up.

Summer Activities

- In July, a few new young people attended the three sessions of hip hop dancing classes from Dance base. Our instructor was very motivational and funny and we all really enjoyed it! We will definitely have more future workshops with Dance base.
- Two workers from fast forward came to do a drugs workshop

with the young people. It was a very well received and the young people were very engaging and are now more aware of the risks and dangers of taking drugs.

- Unfortunately, there has been a low numbers who could make the trips as most of our regular users are working, however the summer programme is still on therefore please get in touch if you are interested in any of the events!

Other news:

I attended the launch of Positive action training housing (PATH) research on the career aspirations and experiences of Black and Minority Ethnic Young People in Glasgow.

Results from the report shows that many BME young people felt that racism was not properly addressed in careers counselling or agencies such as schools and colleges. The study also indicates that many lack confidence about their career prospects and more than half relate this because they belong in BME groups.

Sandra White, the MSP who attended the launch has promised to put forward the recommendations made in the report to the government.

Research conducted by Glasgow Caledonian University on minority ethnic young people in Edinburgh and Glasgow shows that BME young people were 'most concerned with accessing the labour market and with discrimination, with anecdotal evidence suggesting subtle and indirect discrimination.'

On a good note, the Scottish

What's Happening at the Youth Zone

Executive announced recently that children of asylum seekers who have been in Scotland for more than three years will be treated as Scottish residents when it comes to paying university fees.

In my experience a lot of the young people that I have worked with have no faith in the mainstream careers service and is very unsatisfied with the service they receive. The report also shows that many BME young people are mainly influenced by family and friends on their career choice. Therefore, our one to one work is a very important part of Youth Zone's service delivery. BME young people need to feel supported to have the freedom to choose their careers.

I would also like to say that sadly I will be leaving ELREC. I thank everyone for all their support and especially to the youth sessional workers who have all worked tirelessly to promote youth zone through the outreach work.

By Lisa Lam

Youth Development Assistant



Youth ZoneThe place to Be and Be Seen!!.....

Thursdays 3 to 7 pm

Fridays 1 to 5 pm

Up and Coming Events

Ramadan begins on Thursday 13th September.

Youth zone will have weekly movie nights on a Thursday night.

Come along and bring your favourite film to share with us!

A whole range of new activities for young people will follow shortly:

Arts and Crafts

- Dance workshops such as African, Hip hop and Scottish dancing will run for a number of weeks
- Creative workshops such as batik and silk painting

Citizenship workshops

- Forced marriage
- Fairdeal consumer rights
- Lesbian Gay Bisexual Transgender (LGBT) awareness training
- Examining cultural identity in the UK

- Developing good relationships and respecting differences
- Financial matters, managing money

Career Development

The one to one support sessions are still in place. Please drop in during youth zone time or call to arrange a suitable time for any CV, careers advice and personal development work. The personal development pack is now in place and old and new users can benefit from this pack as it helps them gain a better structured insight into setting and achieving their goals.

And in the very near future:

A session on sexual health. Plus some young people have expressed very negative experiences with the Police and some have also shown interest in becoming diversity lay advisors. I will arrange a member of the Lothian and Borders police to come along and chat to the young people to listen to their concerns and take things forward.

I am signing off now, thank you everyone for all your support and best of luck to the new youth zone staff that will be joining the team!





Lothian and Borders Police

Personal Safety Advice

If you are unfortunate enough to be the victim of a crime, or you see something suspicious please report it to the Police. Do not feel that it is trivial or that the police will not act.

The crime you have been victim to or suspicious incident you may have seen, could be one part of a series of events the police are looking into, your information could be vital.

Due to limited resources and an increasing demand, the police service today has to prioritise all the calls they receive. However you can be reassured that the police will investigate all crime thoroughly.

STAYING SAFE WHEN YOU'RE OUT AND ABOUT

If you often walk home in the dark, get a personal attack alarm from a DIY store or ask your local crime prevention officer where you can buy one. Carry it in your hand so you can use it immediately to scare off an attacker. Make sure it is designed to continue sounding if it's dropped or falls to the ground.

Carry your bag close to you with the clasp facing inwards. Carry your house keys in your pocket. If someone grabs your bag, let it go. If you hang on, you could get hurt. Remember your safety is more important than your property.

If you think someone is following you, check by crossing the street - more than once if necessary - to see if he follows. If you are still worried, get to the nearest place where there are other people - a pub or anywhere with a lot of lights on - and call the police. Avoid using an enclosed phone box in the street, as the attacker could trap you inside.

If you regularly go jogging or cycling, try to vary your route and time. Stick to well-lit roads with pavements. On commons and parklands, keep to main paths and open spaces where you can see and be seen by other people - avoid wooded areas. If you wear a personal stereo, remember you can't hear traffic, or somebody approaching behind you.

Don't take short-cuts through dark alleys, parks or across waste ground. Walk facing the traffic so a car cannot pull up behind you unnoticed.

If a car stops and you are threatened, scream and shout, and set off your personal

attack alarm if you have one. Get away as quickly as you can. This will gain you vital seconds and make it more difficult for the car driver to follow. If you can, make a mental note of the number and description of the car. Write down details as soon as possible afterwards.

Don't hitch-hike or take lifts from strangers.

Cover up expensive looking jewellery.

Self-defence and safety awareness classes may help you feel more secure. Ask your local police or your work if they have classes.

STAYING SAFE IN TAXIS AND PRIVATE HIRE VEHICLES

If you are going to be out late or don't want to travel on public transport on your own, try to arrange a lift home with someone you know or make your journey by taxi or private hire vehicle (PHV, sometimes called a minicab).

Taxis and PHVs give you a degree of protection because vehicles and drivers must meet suitability criteria, including local minimum standards for vehicles and a criminal record and health checks for drivers, before they are licensed by your local council (district/borough council, unitary authority or Transport for London).

You can hail a taxi on the street or at a rank as well as pre-booking it but you can only pre-book a PHV through a licensed PHV operator (not a PHV driver).

You should always ensure that you travel in a licensed taxi and PHV by checking the vehicle's signage or plate and the driver's badge. You should never agree to travel in an unlicensed vehicle with an unlicensed driver.

Check that the taxi or PHV that arrives is the one you ordered. Ask for a description of the car - colour, make, etc - and check this when it arrives. You could also ask for the name of the driver beforehand.

If you pre-book your taxi or PHV, make a note of the company you are using, and the telephone number, and if possible leave it with a friend.

When you get to your destination, ask the driver to wait until you are inside.

If you are approached by someone in the street offering (ie touting for) a taxi or PHV journey, ignore them. Touting is an offence. Indeed, it has recently been made recordable

so that fingerprinting and DNA tests can be made on offenders.

If travelling alone, always sit behind the driver in the back seat.

If you feel uneasy, ask to be let out in a well-lit area where there are plenty of people.

If in any doubt, make an excuse and don't get in the vehicle.

The security of drivers is important too. Safety and security aids will range from a simple Perspex screen between the driver and passenger of a saloon car to sophisticated CCTV equipment.

STAYING SAFE ON PUBLIC TRANSPORT

Try to stay away from isolated bus stops, especially after dark.

On an empty bus, sit near the driver or conductor.

On a train, sit in a compartment where there are several other people - ideally one which will be near the exit of your destination. Check to see where the emergency chain is.

WHEN DRIVING

Before a long trip, make sure your vehicle is in good condition.

Plan how to get to your destination before leaving, and stay on main roads if you can.

Make sure you have enough money and petrol. Carry a spare petrol can.

Keep change and a phone card in case you need to make a telephone call. Carry a torch.

Before you leave, tell anyone you are planning to meet what time you think you will get there, and the route you are taking.

If someone tries to flag you down, drive on until you come to a service station, or somewhere busy, and call the police. Do not pick up hitch-hikers.

Keep doors locked when driving and keep any bag, carphone or valuables out of sight. If you have the window open, only wind it down a little. Don't wind it down far enough to allow someone to reach in while you are stopped in traffic.

If you think you are being followed, try to alert others by flashing your lights and sounding your horn. Make as much noise as possible. If you can, keep driving until you come to a busy place.

Personal Safety Advice (Cont.)

After dark, park in a well-lit, busy place. Look around before you get out. If you're parking in daylight, but coming back for your car at night, think about how things will look in the dark.

Have your key ready when you go back to your car. Make sure there is no-one in the car.

If your car develops problems, find a telephone. On motorways follow the marker arrows to the closest phone. They are never placed any more than a mile apart, on opposite sides of the motorway. Never cross the carriageway to use a phone.

While on the hard shoulder or telephoning, keep a sharp look-out and don't accept lifts from strangers - wait for the police or breakdown service. Don't wait in the car - there is a high risk of an accident. Wait on the embankment nearby with the front passenger door open. If someone approaches you or you feel threatened, lock yourself in the car and speak to them through a small gap in the window.

If you frequently have to travel after dark, or if your job involves visiting people at home, eg a health visitor or a district nurse, consider getting a mobile phone or ask your employer to provide one.

WHAT MEN CAN DO

Men can help by taking the issue of women's safety seriously in their everyday lives. Bear these points in mind:

If you are walking in the same direction as a woman on her own, don't walk behind her - this may worry her. Cross the road and walk on the other side. This may reassure her that you are not following her.

Don't sit too close to a woman on her own in a railway carriage or bus.

If you are thinking of chatting to a woman waiting, for example, at a lonely bus stop, remember that she won't know you mean no harm.

Realise how threatening actions such as staring, whistling, passing comments and jostling can be, particularly when you are one of a group of men.

Help female friends or family members by giving them a lift or walking them home when you can. If you do, make sure they are safely indoors before you leave.

IF THE WORST HAPPENS

Think what you would do if someone attacked you. Could you fight back, or would you avoid resisting and wait to escape? Only you can decide whether to fight back, but preparing yourself for all possibilities could provide a split-second advantage.

If someone threatens you, shout and scream for help and set off your personal attack

alarm if you have one. This may unnerve the attacker and frighten him off.

You have every right to defend yourself, with reasonable force with items, which you have with you like an umbrella, hairspray or keys can be used against the attacker. The law however doesn't allow carrying anything, which can be described as an offensive weapon.

STAYING SAFE AT HOME

Fit strong locks to external doors and windows, and make sure they are locked.

Remove the keys and keep them out of sight and in a safe place.

Connect lamps to timer switches. If lights are on in a house, thieves are likely to go elsewhere

If you are replacing or fitting new doors and windows, get ones that are certified to British Standard BS7950 (windows) and PAS 24-1 (doors).

Make sure the doors and frames are strong and in good condition. The doors should be at least 44mm thick.

Consider using laminated glass (for windows) as this is much harder to break.

Consider fitting a letterbox cage or other restrictor to prevent thieves from reaching through to open the door.

Fit a door chain or bar and door viewer (spy-hole). Use them every time someone calls. Don't leave door chain or bar on all the time in case you need to get out in an emergency.

Never leave a spare key in a convenient hiding place such as under the doormat, in a flowerpot or behind a loose brick - thieves know to look there first.

BOGUS CALLERS

When someone turns up on your doorstep unexpectedly, be aware that they might not be who they say they are. Some thefts from the home involve people pretending to be from companies (gas, water etc) and asking for access to your house to check the supply. Once inside, they distract you whilst another person enters and steals cash or valuables.

When a stranger rings your bell, be cautious and here are some simple precautions you can take to help ensure you don't become a victim:

* talk to people through the door, rather than opening it when they knock

* ask who they are before opening the door, then keep the door on the chain until you've seen their identification

* make sure your back door is closed and locked before answering your front door - thieves have been known to work in pairs, with one entering through the back while the other knocks on the front door

Ask for identification

If anybody comes to your door for legitimate purposes, they will have an I.D. card from the organisation they represent. Before you even speak to them, ask to see it, and keep the door on the chain while you look it over.

If you need glasses in order to read the card, close and lock the door before going to get them. Never leave the door open and unattended.

IF YOU HAVE BEEN ATTACKED

Assaults and rapes are serious crimes, whether committed by a stranger or someone you know.

Call the police straightaway. They need your help to catch the attacker. You can help the police by:

Taking the name or address of any witness

Trying to remember exactly what the attacker looked like

If a car was involved, try to note the colour, model and registration number.

You do not need to go to the police station to report an assault - you can be interviewed in your own home if you wish. These crimes are dealt with sympathetically, regardless of sex. Police stations have specially trained officers who will help and support you, and many areas have comfortable victim suites, separate from the police station, where you can be interviewed privately.

Although your immediate reaction will be to wash, try not to if you can possibly help it. It will destroy vital medical evidence that will help prove the case against the person who raped or assaulted you.

Should your case come to trial, by law your anonymity will be guaranteed if you are female, or under 18 years old. The law forbids newspapers to publish anything that might identify you. Also, as a general rule, you should not be asked about your previous sexual history in court.

If the violence is within your family, legal protection is possible under either civil or criminal law. In some cases for example, they can require a husband or partner not to enter your home, or even your neighbourhood.

This advice has been taken from "Your Practical Guide to Crime Prevention". Download the guide in full by clicking here.

To order a personal copy contact the Crime Prevention Officer at your local police station or write to:

Crime Prevention Publicity
Home Office
Room 155
50 Queen Anne's Gate
London SW1H 9AT
Last update: 04 January 2005

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

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:

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OUR TEAM

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