

ELREC Newsletter



Edinburgh & Lothians Regional Equality Council

Promoting Equality and Fighting Discrimination

Editorial

Welcome to the twenty seventh issue of the 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.

Service Review 2011

Early this year, ELREC conducted a service review to coincide with the change of organisation's name and objectives.

Questionnaires were sent to members, users, partner agencies and other stakeholders. We asked people to comment on the following areas to help us set future priorities as a Regional Equality Council:

- ELREC's Service Users
- National Outcomes
- Services
- Membership
- Governance
- Staffing

We received 41 responses. Of which 27 were organisations, 14 were individuals and 16 were ELREC's existing members.

Below is a summary of the key findings:

⇒ Top six user groups:

- Women
- Older People (60 and above)
- Young People (13 to 18)
- Young Adults (19 to 25)
- Men
- All

⇒ Top four relevant National Outcomes:

- We have tackled the significant inequalities in Scottish society
- We take pride in a strong, fair and inclusive national identity
- We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others
- Our public services are high quality, continually improving, efficient and responsive to local people's needs

⇒ Top four key services:

- Working with relevant agencies to identify the significant inequalities in the Edinburgh & Lothians Region and to tackle those inequalities.
- Provide a confidential information and advice service to individuals who may experience negative treatment whilst living, working, studying or visiting the region.
- Working with relevant agencies to tackle crimes that affect communities of protected characteristics and to improve community safety for those communities.
- Working with local neighbourhoods to improve community cohesion within their own area.

⇒ A significant higher number of respondents say the current

membership criteria are sufficient.

⇒ Half of the respondents say the current membership is reflective of a Regional Equality Council and one third say it is not reflective.

⇒ Half of the respondents say we should not include new articles to our Articles of Association where as more than one third say yes.

⇒ A higher number of respondents say ELREC's current management board is not reflective of a regional equality council.

⇒ A higher number of respondents say ELREC's current staffing team is reflective of a regional equality council.

⇒ A higher number of respondents say ELREC staff team has the skills and knowledge required for a regional equality council.

Membership Recruitment

As we move forward as a Regional Equality Council, we need new members of all diverse backgrounds to join us and help us to shape the future local delivery of equalities in Edinburgh and Lothians.

To find out more or to join ELREC as a member, you can visit our website www.elrec.org.uk or contact us by email admin@elrec.org.uk. You can also call us on 0131 556 0441.

By Nina Giles
Director

Issue 27
March 2011

ELREC MANAGEMENT BOARD

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Community Development

Police Engagement Event : Bangladeshi Community



A police Engagement event with the Bangladeshi Community was held at Tynecastle High School on 8th December by ELREC. In collaboration with the Bangladesh Samity Edinburgh and Lothian and Borders Police, the event gave an opportunity to community members to speak about their experiences of racial incidents and harassment. Approximately 30 community members attended the event including women and young people.

Superintendent David Carradice and Chief Inspector Kevin W Greig, 'A' Division, Lothian and Borders Police, listened to concerns of community members and encouraged them to take part in such engagement events on a regular basis and they also stressed upon a multi-agency approach to deal with all sorts of long standing racist incidents effectively. Senior officers felt that there is a need for learning and education about anti racism legislation and procedures amongst the Bangladeshi community.



Resident of western Edinburgh said - 'I have been moved out from this neighbourhood seven years ago because of ongoing issue with racially motivated harassment'. A mum of two expressed her agony, 'My car was smashed on so many occasions and my children feel scared to go out. It's very difficult for me to gather evidence about culprits behind the scene'. 'We are in a really difficult situation' – says another lady showing some newspaper reports covering the story repeatedly. All agreed to organise a follow up event and facilitate crime reporting within community setting.

Follow up meeting was held on 30th March 2011, 6pm – 8pm at Tynecastle High School, 15 McLeod Street, Edinburgh, EH11 2NJ. To find out more about this initiative please contact Bangladesh Samity Edinburgh at bangladeshsamityedinburgh@yahoo.com.

UN International Day (21 March) for Elimination of Racial Discrimination

A concert to celebrate the United Nations Day for the Elimination of Racial Discrimination was held in the Music Box Auditorium on 21st March 2011. This was organised by the Race Equality Working group made up of students and staff who are keen to promote equality and diversity in the College.

There were musical performances by the Stevenson Choir, the Stevenson Clarinet Quartet, a classical guitar trio, a saxophone and piano solo and a soprano duet. College's Equality officer, Anne Munnoch says - "we were also fortunate in that one of our Chinese students is part of a group of musicians playing traditional Chinese music and they performed both classical and modern pieces".

The audience was able to reflect on the meaning of the day during an address by a football coach from Show Racism the Red Card and by the Director of



Edinburgh and Lothian Regional Equality Council, Nina Giles. Mizan Rahman who works for ELREC also had a stand in the foyer. The auditorium was packed and the audience enjoyed food and conversation during the break.

Get in touch with any of the members group if you would like to join in Race Equality working group. Members: Donny Gluckstein, Jane Hazelton, Alison Chambers, Alma Wardrope, David Bouttier, Mary Gaze (BA Music student); Mari Cruz Garcia, Anne Munnoch, Jenny Smith, Kay Penman.



Community Development

New services for BME Adult Survivors of Childhood

A new culturally sensitive service for Minority Ethnic

adult survivors of childhood sexual abuse was launched at the end of March.

'Ethnic Survivors Forum' (ESF), a community project will provide:

- A multilingual Freephone Telephone Helpline offering confidential support and information **0808 8022 222**.
- Interactive website in various ethnic languages www.ethnicsurvivorsforum.org and online forum etc.
- A Group Support Programme designed where adult survivors can meet and share their experiences in a safe and secure environment. Increase the awareness of childhood sexual abuse and its impact within minority ethnic communities.

ESF will also work at strategic level to support and influence the future direction of services for minority ethnic survivors of childhood sexual abuse. The ESF, supported by Roshni, will operate across Scotland for one year, it comprises of three partners from Glasgow, Dundee and Edinburgh (Beyond the Veil). For additional information, attend future Edinburgh events or to join the project as a volunteer, please contact Nasim Azad on behalf of Roshni. Tel: 0779 541 7030 or email: edinburgh@ethnicsurvivorsforum.org

Edinburgh Event : Flood Aid 2011 – Pakistan

BUILDING A BETTER FUTURE FOR PAKISTAN after the devastating natural disaster. On the 29th of March a group of students at Queen Margaret University Edinburgh invited everyone to join them on an event to raise money for the James Caan Foundation (JCF); who helps to rebuild villages and educate children in Pakistan.

This was a fun packed night for everyone - with a mystery guest speaker video, canopy served Pakistani food, Bollywood dancers, Belly dancer, stalls to browse, henna tattoo and more.



Scottish Youth Parliament: BME Candidates in Lothian

Since 1999, the Scottish Youth Parliament has provided a national platform for young people's participation in democracy. Members of SYP or MSYPs are young people aged 14-25 who have been democratically elected, and who volunteer their time to ensure that the views of young people across Scotland are listened to.

This month marks the first time in its history that members of the Scottish Youth Parliament (SYP) will be chosen by young people in a nationwide SYP election. With over 300 young people standing, and 26 of these representing Edinburgh, the SYP elections promise to be very exciting.

Based on research we've done with young people in Edinburgh (Viewfinder 3, 2007), we know that BME young people are more likely than white young people to want to be involved in decision making groups and to stand for election to a student council or the Scottish Youth Parliament. There is currently one BME young person who is elected as MSYP for Edinburgh. In the current elections, there are four BME candidates standing: Charlie Brinkhurst Cuff (Edinburgh Central), Sara Ansari (Edinburgh Pentlands), Jahura Hussain (Edinburgh West) and Winnie Wen (Edinburgh Central).

The elections will run over two weeks, from 14-25 March. Voters can read manifestos and see photos and videos of the candidates in their area at www.edinburgh.gov.uk/sypedinburgh



By Mizan Rahman

Community Development Officer

Community Development

Hate Crime Remote Reporting Site Launched

A new hate crime remote reporting centre launched at the Bangladesh Samity Edinburgh.

In association with ELREC and Lothian & Borders Police the reporting site will be in operation for those who don't wish to contact the police directly to report hate crime.

A training session was held at the Bangladesh Samity's office at Dalry Road on 7 February 2011 to demonstrate how to gather information and complete the remote reporting questionnaire.

The interactive session facilitated by Steven McGill from Lothian and Borders Police and attended by all members of the management committee.

Foysool Choudhury MBE, Chair of Bangladesh Samity said, "I am glad that from now on, members of Bangladeshi community in Edinburgh and Lothians can use our remote reporting centre to report any kind of hate crime."

In case of emergency please dial 999. If you have any incident please contact Chair: 07743 778853. Vice chair: 07737 888971, Secretary: 07818 297335. Bangladesh Samity's Bengali or English speaking dedicated volunteers will be happy to help. For details about hate crime please visit : www.saferedinburgh.gov.uk

International Mother Language Day Observed

To mark the UNESCO's 12th International Mother Language Day, Bangladesh Samity Edinburgh in collaboration with City of Edinburgh Council organised a cultural presentation on 21st February 2010 morning. On this occasion, a temporary martyr memorial was erected at the City Chambers quadrangle. Councillors, MPs, guests and community members laid floral wreaths in memory of the language martyrs. Speakers from Gaelic, Cantonese and other languages welcomed the audience in their mother tongue while Bangladeshi school kids presented songs and recitation.

In 1999 UNESCO adopted a resolution to declare 21st February as the International Mother Language Day to recognise those who sacrificed their soul in Dhaka, Bangladesh on 21st February 1952 to establish the rights of their mother tongue – Bangla.

MSP Election Hustling for Black & Ethnic Minority Community

When: 1 May 2011, 8pm – 10pm, Where: Portobello Town Hall

Representative from Scottish Labour, SNP, Libdem and Green Party will answer any questions you may have. This is your chance to quiz the MSP candidates of the next Scottish Parliament.

Jointly organized by: Islamic Centre Polwarth, Real Foundation of Scotland and Muslim League (N). No booking required. Snacks and refreshment will be provided. For any information please contact: Haji Amjed Hussain, Nasir Mughal or Tanveer Hamid. Tel: 0776 677 1556. Email: amjedhussain@hotmail.co.uk

Condolence: Alhaz Gulam Rabbani Choudhury

Prominent community activist Alhaj Gulam Rabbai Choudhury (76) passed away at 11.45am, 16 February 2011 at the Edinburgh Western General Hospital. After two Janaza prayers held in Edinburgh and Manchester the body was taken to Bangladesh for a final funeral and burial at his family graveyard.

ELREC member Mr. Choudhury was the first Muslim Marriage Registrar in Scotland. He was the former Chair of Bangladesh Samity Edinburgh and Board Member of MILAN (elderly people's organisation) and many other voluntary groups.

His elder son Foysool Choudhury MBE, ELREC Chair, thanked everyone who supported and showed condolences and sympathy to his family during this difficult period.

By Mizan Rahman
Community Development Officer

Community Planning Project

East Lothian

ELREC will continue to promote the events across minority ethnic communities and encouraging participation. East Lothian Equality Network has also been agreed by East Lothian Council, ELREC has been involved in the development of this network.

Also ELREC has been working with our partners Lothian and Borders Police to promote the CAPP's process across minority ethnic communities. Working with the local CBO, outreach sessions were carried out across the locality.

ELREC has continued to work with the Pakistani, Turkish and African communities through Portobello Muslim Community & Educational Centre for communities in the Portobello and East Lothian areas. Working with the groups on issues identified in the CCP focus group sessions.

West Lothian

ELREC has continued to support the development of the West Lothian Community Race Forum through outreach within the locality and it is now self sustained.

Midlothian

Midlothian Asian Women's group is now up and running with a programme of events throughout the summer, the group is in full swing and open to all women. ELREC has been a vital partner in the development of Midlothian Race Equality Action plan.

Edinburgh

ELREC has continued to work with the City Centre NP. We continue to be a part of the community engagement and cohesion sub committee involved in the city centre action plan. ELREC has followed this up by working in partnership with the Neighbourhood Partnership team.

The Community Planning Project has continued to work within each locality working with partner organisations. We continue to work hard to improve the access to mainstream services and increase capacity building with minority ethnic communities. We have successfully reached out to over 550 people from different communities within the Lothian area. We have engaged with now over 200 people through focus groups/ meetings/questionnaires.

My time here at ELREC is soon to come to an end, I have honestly had an amazing experience working with some great people for the past 2 years. Since I started work with ELREC I have been involved in various projects and helped lots of individuals and community groups along the way. There is a need for community development in order for service users and service providers to work better together. The main thing is bridging those gaps.

ELREC is a great place to work. Working here has given me new skills and attributes that I can use in day to day life and for future employment. To conclude my report I would like to thank the staff and the Board at ELREC for providing me with the support and guidance needed to carry out my work.

By Zeshan Khan

Community Development Assistant

Lothian and Borders Police



On 16th February 55 officers, staff and external partners attended an event at Police HQ with the theme '**Disability and Communication**', organised by the Force Diversity Unit. The aim of the day was to hold an awareness event for public facing staff in the Force highlighting communication difficulties faced by some sections of people who have disabilities.

There were three different inputs given on the day:

- [Deaf Action](#) gave a morning input on Deaf Awareness, an introduction to British Sign language (BSL) and an overview of issues faced by people who are hard of hearing. The audience were led through the finger spelling alphabet by the presenter and various phrases that the audience felt may be useful to know to help them in their duties were translated into BSL.
- The Speak Out Against Harassment Group, part of the [Edinburgh Development Group](#) (who facilitate events for people with learning and physical disabilities) gave an input on their own experiences, including being victims of hate crime and suffering 'secondary victimisation' when treated by the authorities in a patronising way. They ended by imparting a list of 'top tips' for communicating with people with learning and physical disabilities.
- Dr Robert Moffat from the [National Autistic Society](#) then gave an afternoon session focusing on Autistic Spectrum Disorders (ASDs) including Aspergers Syndrome (AS). As well as explaining the origins and effects of ASDs, he also gave many valuable insights into the life and experiences of a person who has Autism or AS.

The event was opened by the Deputy Chief Constable Steve Allen and closed by Chief Inspector Gavin Phillip.

Initial feedback from the audience suggested this was an enjoyable and professionally relevant day. Without exception, the presenters also commented on the attentiveness shown by the audience and also by the sense of welcome they felt, not only during their inputs but also by way of positive comments made to them by the audience afterwards.

A formal evaluation is being prepared for distribution to the audience via 'survey monkey', however consideration is currently being given to repeat the event in approximately six months time to a further audience of officers and staff.

'Growing old disgracefully' – Celebrities welcome launch of LGBT Age – Scotland's first service for older LGBT people

The LGBT Centre for Health and Wellbeing is proud to have launched LGBT Age, a new service aimed specifically at older lesbian, gay, bisexual and transgender people in Edinburgh and the Lothians. LGBT Age is offering support to LGBT people over 50 in a number of ways:

- Social opportunities, outings and events to improve social networks.
- A volunteer befriending scheme providing one-to-one support.
- An information service on a range of topics including LGBT and mainstream support and services, housing and legal matters.
- An advocacy service to offer individuals support in dealing with issues such as accessing health and social care services or challenging discrimination.



The new service was welcomed enthusiastically by Scottish LGBT celebrities:

Edwin Morgan, O.B.E. The Scots Makar, Glasgow Poet Laureate and nonagenarian, said:

"The most important thing now is to see things clearly, and to discuss things openly with one person or group. This is where the LGBT Age Project will be very helpful."

NB. Professor Morgan sadly passed away on 17/8/10 after generously supplying this endorsement.

Horse MacDonald, Singer/Songwriter, said:

"I feel as we begin to grow older there is the opportunity to actually grow as people. In this the LGBT Centre for Health and Wellbeing and the LGBT Age service, with our gathered worldly wisdom, the experience and involvement, whether member or volunteer, will actually enrich lives and very possibly extend life spans."

Craig Hill, Comedian and TV presenter, said:

"I think the idea of LGBT Age is inspired. Much of the elderly community in general feels lonely with no connection to the 'real world' and can feel isolated and I think this is exacerbated if you're elderly and LGBT. Because not only do you feel that you maybe don't 'fit in' or have anything in common with your elderly compatriots but you also feel like the younger gay community has left you behind."

Research has found that older LGBT people have significantly diminished support networks when compared to the general older population. They are more likely to live alone and be single, but are also less likely to have children or family to call upon in times of need. Many older LGBT people have concerns over housing, the level of LGBT-awareness of care providers and access to health and support services, and may be isolated.

One older gay man said:

"Due to my mobility problems I had had to move into sheltered housing. I don't have much contact with the other tenants. I've been to 'Tea and Chat' once but it was all old ladies, and I didn't have anything in common with them. I'm not sure they know what 'Gay' means, if its not men who wear lipstick and dyed hair. It is a common idea in the age group. They don't think I'm anything because I'm disabled. They don't know that I'm gay. I don't have anything to do with them, because they could possibly be very rejecting.

Befriending sounds like a good idea, especially in a sheltered housing complex. Especially for someone not so mobile it would make all the difference because of the loss of contact."

The service will work with mainstream services to raise awareness of issues affecting older LGBT people and ensure that they receive culturally appropriate and sensitive services that welcome them and meet their needs. It will also work towards addressing ageism in the LGBT community.

Shirley-Anne Somerville, SNP MSP for Lothians also welcomed the launch, saying

"I'm delighted at the launch of this new project aimed specifically at over 50s which I believe will provide much needed support for a group that can sometimes become isolated and feel left behind."

LGBT Age needs lots of help from the LGBT and wider communities! We need to let older LGBT people in the Lothians know about the service, and we need to recruit volunteers of any age (18+) for the befriending service. We are looking for committed and enthusiastic individuals to help expand on the 9 successful matches we are running so far.

Please get in touch with Garry McGregor, LGBT Age Coordinator, on 0131 523 1107 or at garry@lgbthealth.org.uk More information is available on the Centre's website at www.lgbthealth.org.uk.

CHALLENGING BULLYING, HATE CRIME AND PREJUDICE IN EDINBURGH

A very successful anti-bullying conference took place on 11 March 2011 at Tynecastle High School, attended by some 120 staff of the Children and Families Department as well as young people and partner agencies in Edinburgh. It focussed on some of the hottest issues of the day and was supported by the Edinburgh Equalities Network.

Networking opportunities and lunch were provided and there were high quality exhibitions from ELREC, LGBT Youth Scotland, Childline, Stonewall, Respect.me, Edinburgh Community Safety Partnership and Tynecastle High School students' own approach to restorative practices.



The conference opened with a stunning drama performance written by **S3 students** at Drummond Community High School, directed by Marcia Rose, Principal Teacher of Drama.



*Drummond Community High School
drama students*

Gillian Tee, Director of Children and Families gave the opening welcome with a strong message launching the Council's new policy and procedures (available at [Anti-Bullying Policy](#))

She drew attention to the impacts of bullying, racism, homophobia and disability-related harassment and gave prominence to the need for all children and young people to feel safe. She indicated that all services are to adopt zero tolerance of homophobic language - on a par with eradicating racist language.

Brian Donnelly, Director of Scotland's national anti-bullying organisation Respect.me then spoke about the national strategy and the principals and values of equality and children's rights. He spoke very much from the perspective of the child and young person and the need to move away from labelling people as 'bullies' or 'victims' as this sometimes prevents changes in behaviour.

Then **Mark Jennett** of Tacade captured the audience with his shocking statistics on the scale and impact of homophobic behaviour. Mark inspired us to realise that we can confidently challenge homophobia and while doing so, tackle the gender stereotyping that is so pervasive, especially in early years.



Mark Jennett's workshop on tackling homophobia

Other workshops at the conference were equally popular and covered:

- Hate Crime and practical strategies for schools – launching a new anti-racist resource in the schools' Keeping Myself Safe pack
- Cyberbullying and Internet safety
- Restorative practice approaches to resolving conflict and restoring relationships
- Unpicking the meaning of bullying and developing a common language and ethos

There was a special workshop just for young people who had the last words at the conference and outlined their concerns. These will now be reported to the Council's Youth Issues Committee.

A lot of work goes into producing a conference like this and the enthusiasm from everyone involved shows the strength of commitment in Edinburgh to preventing and responding to bullying and prejudice.

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 - *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 Regional 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 discrimination
- Promote equality of opportunity and good relations between persons of different equality 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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