

# **The Anti-racism Observatory for Scotland**

**Summary & Signposting Report**

Sept 2023

DATE: SEPT 2023

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## Thanks to

This document was primarily created from the substantive work of the AIGG.

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## Citation

*Anti-racism Interim Governance Group (2023) Anti-Racism Observatory for Scotland, Summary & Signposting Report, Sept 2023 Scottish Government*

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# **Part 1.**

## **The Journey**

## Introduction

The **Anti-Racism Interim Governance Group (AIGG)** established by Ministerial Appointment in April 2022, was formed to determine how best to create the infrastructure and determine collective ambition to bring about meaningful system change for those who experience racialised inequity.

Recognising the substantive and iterative nature of the work undertaken by the AIGG Members and collaborating partners from April 2022 to September 2023, this document offers a summary of the work, signposts the reader to key documents, and clarifies the timeline of events. It is intended as a quick reference document that captures the journey of the AIGG to date as well as current thoughts by the AIGG at the time of publication in 2023.

### **PART 1: THE JOURNEY**

A brief discussion of context in [section 1.2](#) explores diversity in Scotland, key “race” equality documents and challenges for work on anti-racism. An overview of the work of the AIGG and a timeline of events is summarised in [section 1.3](#). [Section 1.4](#) moves onto focus on accountability and how the AIGG contributed reflections to create a national anti-racism accountability and oversight infrastructure for Scotland. Much of the work of the AIGG has been informed by an externally led community research. [section 1.5](#) details the process, findings and learning from this community research. Finally, [section 1.6](#) notes how young people were purposefully involved in all aspects of the AIGG’s work.

### **PART 2: THE PROPOSED ANTIRACISM OBSERVATORY FOR SCOTLAND**

Throughout the process of implementation, the AIGG has developed its thinking in regard to the Anti-Racism Observatory for Scotland (AROS). This part of the document denotes the current thinking and recommendations for AROS. It is important to note the evolution of thought and how work on accountability, the community research, and expert opinion has helped inform the thoughts of the AIGG.

After an initial overview in [section 2.1](#), we explore the proposed 7 strands of work in [section 2.2](#). The next [section, 2.3](#), highlights the key principles and ways of working that emerged as important to those who had been involved. [Section 2.4](#) moves on to recognise the AIGG’s thoughts and proposals regarding structure and governance whilst acknowledging the need for more work on this area, which is further discussed in [section 2.5](#).

Connected documents are signposted throughout (highlighted in Appendix C), these may offer more detailed reflections, but are representative of the thoughts of the AIGG at the time of publication. As the reader may note the thoughts and work of the AIGG has evolved and developed, this document will help the reader contextualise each document and better understand the developmental process.

## Context

The work to build anti-racism infrastructure was spurred on by the major events of 2020, including the disproportionate impact of COVID-19 on those racially minoritised communities. The pandemic and the BlackLivesMatter movement brought arguably for the first time in a generation, a moment of, coalesced awareness of what systemic racism is and made clear to “the systems” the undeniable evidence of the impact of systemic racism in people’s lives. Copious declarations of awareness in 2020– 2021 from institutions and organisations on their need for systemic change and allyship sharply followed. Despite these commitments, current levels of well documented inequity in opportunity and outcomes in for example, employment, education, housing and health have been created and compounded by both policy recommendations and/or lack of accountability in policy implementation because they have not incorporated a fit for purpose understanding of how racism functions in the processes themselves.

### Key Race Equality Documents in Scotland

In 2016 the Scottish Government published the [Race Equality Framework \(REF\) for Scotland](#)<sup>1</sup>. The REF sets out how the Scottish Government aims to progress this ambition over a 15-year period from 2016 to 2030. In this document there is vision for Scotland in 2030 to be a country “where people are healthier, happier and treated with respect, and where opportunities, wealth and power are more equally spread.”<sup>1</sup>

The REF was followed by the Race Equality Action Plan (REAP)<sup>2</sup> in 2021, Anti-Racism in Education Programme (AREP)<sup>3</sup>, the Anti-Racist Employment Strategy in 2022<sup>4</sup>, the new Data Strategy for Health and Social Care in 2023<sup>5</sup>. Scotland’s consideration of anti-racism is substantive. In 2021 [the Coalition for Racial Equality and Rights, anti-racist policy making review](#)<sup>6</sup> explored 38 national strategic documents on race equality produced by the Scottish Executive and Scottish Government between 1999 and 2020, within these documents, 817 commitments relevant to race equality were identified. However, despite numerous commitments to addressing racial inequality and systemic racism, minimal progress has been made due to little understanding of how racism functions in policy processes and a lack of accountability in implementation.

COVID19 illustrated the dangerous consequences of systemic and historic racism and who was disproportionately more likely to die (Scottish Government, 2021). Poverty in racialised communities continues to be higher, from Scottish Government’s own data on Poverty and Income Inequality in Scotland 2016-19; levels of relative poverty were as follows; 39% in Asian/Asian British communities, 38% in mixed, Black/Black British communities, 25% in white-other, 18% in white-British and 19% overall. Illustrating the extent and depth of inequality in communities of colour. This has since been highlighted by the Joseph Rowntree Foundation in October 2021, finding that whilst 1 in 4 children in Scotland live in poverty, this rises sharply

to almost half of Black and ethnic minority children. The Joseph Rowntree Foundation also found, in this report that those from Asian background were more likely than their white counterparts to have their social security applications denied.

Racism and how it intersects with poverty, low pay and poor housing created life-threatening conditions during the pandemic. Now, the current cost of living crisis is doing the same, with poverty levels drastically increasing (Scottish Government, 2023). In 2020 the Scottish Government established an [Expert Reference Group \(ERG\) on Covid and Ethnicity](#)<sup>7</sup> to consider and inform the Scottish Government's approach in relation to the impacts of COVID-19 on Minority Ethnic communities. This was in response to reports at a UK-wide and international level that some Minority Ethnic communities may be at risk of experiencing disproportionate effects, both in terms of adverse health outcomes and in a wider context, including economically.

[The Immediate Priorities Plan \(IPP\)](#)<sup>8</sup> is based around delivering on the recommendations of the Expert Reference Group (ERG) on Covid and Ethnicity. The IPP focuses on supporting communities to recover from Covid while implementing the recommendations of the Expert Reference Group on Covid-19 and Ethnicity (ERG). As such, there is a need to ensure there is an ongoing focus on implementing the REF that may have been lost through pivoting to responding to the pandemic. A significant proportion of the ERG recommendations focus on systemic and structural change. Furthermore, a key recommendation of the ERG was to establish an external body to provide a range of functions, including oversight and governance. Recommendation 7 was to set up external governance to review race equality work, and the formation of an observatory

## **Challenges for Work on Anti-Racism**

The Scottish Government's [anti-racism in Scotland progress review](#)<sup>9</sup> states "Addressing racism requires systemic change that addresses "baked-in" racism within our economic, political, social and cultural institutions and structures. Systemic and structural change requires long term vision, patience and ongoing commitment from leadership through to grassroots level and across all spheres".

This fundamental systemic lack of understanding and accountability of anti-racism policy implementation in Scotland has demonstrably had an equally long history of attempts to address "race equality" through short term, project-based initiatives. These generally become defunded, dismantled or at best absorbed and diminished if not erased within wider infrastructure. Scotland needs a renewed, more focused, and deliberative intervention to tackle systemic racism. "As racism in itself is a structural problem, the question for policy makers is how to build the systems and structures to sustain this momentum"<sup>6</sup>

## 1.1. The Work of the AIGG

In response to the recommendations of the ERG and IPP a group was formed to determine how best to create the infrastructure for an anti-racism observatory for Scotland and determine collective ambition to bring about meaningful system change for those who experience racialised inequity. The [Anti-Racism Interim Governance Group \(AIGG\)](#)<sup>1</sup>, was established by Ministerial Appointment April 2022. As highlighted in the [AIGG Terms of Reference](#)<sup>10</sup>, it had two main aims:

- 1. to determine the optimal model to create and sustain the Anti-Racism Observatory for Scotland*
- 2. to explore accountability process in relation to anti-racism in Scotland, specifically to reflect upon and to track the work of the implementation of the IPP*

The task was to build awareness in communities that new anti-racism infrastructure was being developed in Scotland, and to hear from them about how the infrastructure could best work for them.

### Summary of work

The AIGG was formed from academic experts, young people, community and organisational leaders with a specific interest in anti-racism in Scotland. Between April 2022 and Sept 2023, 12 formal AIGG meetings were held. During this time the AIGG produced several documents which articulated their thinking around the development of the Anti-Racism Observatory for Scotland and Scotland's processes and systems for accountability on anti-racism and equality work. A summary of documents produced by the AIGG is available in Annex C.

### External Support and engagement

Over the period of work various individuals and organisations were asked to attend meetings to share their expertise and experience. Notably the AIGG worked with:

- MacRoberts LLP: Robin Fallas and Chris Murphy. Attended several meetings to provide advice regarding infrastructure modelling options.
- Professor Camara Jones: international anti racism expert from Leverhulme Visiting Professor in the Department of Global Health & Social Medicine. Attended a one day workshop in December 2022 to support development of AIGG expertise in relation to data and data systems, racialisation and anti-racism.
- NHS Race & Health Observatory: meeting with Marie Gabriel CBE, Chair, and Dr Habib Naqvi, Chief Executive, July 2022, to discuss Observatory modelling and infrastructure.

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<sup>1</sup> The AIGG was initially called the Interim Governance Group (IGG). It changed its name to the AIGG to highlight the focus on anti-racism in Dec 2022



- The Promise Scotland: Fiona Duncan, Chair, attended May 2022 AIGG meeting to provide an overview of the Promise Scotland. Engaged in several further meetings thereafter.
- Welsh Government: Riaz Hassan, Head of Anti-Racist Wales Action Plan (ARWAP) Implementation Team, attended April 2022 formal AIGG meeting to present the ARWAP and outline Welsh Government approach to accountability.
- Professor Kevin Fenton: Regional Director for London in the Office for Health Improvement and Disparities (OHID) within the Department of Health and Social Care (DHSC). Attended a series of meetings with the AIGG Co-Chairs in relation to establishing national infrastructure.

## **AIGG Working Groups & Workshops**

The following hybrid workshops were held:

- Workshop 1: 30 November 2022, Glasgow.
- Workshop 2: 02 May 2023, Glasgow.
- Workshop 3: 10 May 2023, Edinburgh.

To develop the model for this observatory, repository and related infrastructure for Scottish Government the Anti-Racism Infrastructure Interim Governance Group (IGG) was formed March 2022. Members of the IGG have assessed similar centres or models through a Scottish Government commissioned OECD review July 2022 “Strengthening Public Governance for Race Equality in Scotland: A Scan of Governance and Oversight Mechanisms for Race Equality” which included comparisons of infrastructure from Canada, California, Spain, Columbia and South Africa. This has also been informed by work currently being delivered by the NHS England Race and Health Observatory and the recently announced Welsh Government’s Anti-Racist Wales Action Plan (£4.1M).

## **1.2. The AIGG’s Work on Accountability**

### **The significance of accountability and the need to review**

Scrutiny processes which enable a review of how the system is enabling or preventing the progress of systemic change is crucial. The Immediate Priorities Plan (IPP) has been scrutinised (2021 – 2023) through an internal quarterly update which requires policy areas to update on progress of IPP recommendations and provide a brief summary of current work. However, the AIGG and Scottish Government itself felt this process did not provide an accountability mechanism that fully and meaningfully assessed the effectiveness of the delivery of the IPP, especially lacking in depth, clarity, and robustness in the process of evaluating what action is taken.

The process is largely to track key milestones, when what is required is a space to discuss challenges in delivery and limitations and enable external oversight on whether anti-racism progress is genuinely being pursued by the Scottish Government. In short, it is still challenging to see reflected in the IPP what was actually implemented, whether it was effective and whether its effectiveness is being competently evaluated and reported on.

## The AIGG's work on Accountability.

The AIGG was asked by Scottish Government to determine and agree the required National Anti-Racism Accountability and Oversight infrastructure for Scotland. A primary function of the AIGG was to explore accountability process in relation to anti-racism in Scotland, specifically to reflect upon and to track the work of the implementation of the IPP.

The AIGG had a unique opportunity to consider the accountability processes and mechanisms for Government action on anti-racism in Scotland. The AIGG aimed to help address the recognised implementation gap between formally agreed recommendations and accountable actions. To better understand how work is being delivered within Scottish Government and beyond to support successful delivery of this important work.

At the time the AIGG was considering National Anti-Racism Accountability and Oversight infrastructure for Scotland, the Scottish Government was still reporting on IPP progress. Work that continued until March 2023.

The AIGG members reviewed the accountability processes in place for tracking and monitoring the IPP recommendations and created an alternative accountability mechanism which was supported through a series of online survey questions which asked questions related to delivery, resourcing, partnerships, skills, and prioritisation. These questions were distributed across Scottish Government directorates who are involved in responding to the visions and goals of the Expert Reference Group on COVID recommendations which became embedded into an Immediate Priorities Plan 2021- 23.

Responses to this form assisted the AIGG to offer feedback to Ministers in the document ***Contributing to systemic change through building anti-racism into reporting and accountability mechanisms: a review of process within Scottish Government***<sup>11</sup>.

The AIGG felt that the work undertaken enabled a better understanding gap in the delivery of recommendations and how systemic anti-racism within accountability processes can become enacted. The overall approach adopted by the AIGG was agreed by the Permanent Secretary and modelled in part on the success of the [National Advisory Council on Women and Girls' \(NACWG\)](#) accountability process first initiated in 2022.

In 2023 the Scottish Government published their own reflections on progress in the document [Anti-racism in Scotland: progress review 2023](#)<sup>9</sup>

## Learning & Reflections

### Systemic challenges and barriers when assessing attempts to undertake intersectional analysis

A lack of understanding of intersectionality and applying intersectional analysis was clear from across Scottish Government policy areas. Resourcing, capacity-building and prioritisation of this is critical to delivering positive change for communities experiencing multiple, compounding inequalities alongside racism.

### Over-reliance on current EQIA processes

Equality Impact Assessments (EQIA) must be completed more competently and at the beginning of processes. Currently, reliance on vague EQIA inputs, usually completed as an “additive” part of policy-making, prevent any quality and nuanced understanding of the systemic and pervasive consequences of racism and intersecting inequalities on the development and delivery of policy.

### There is a lack of lived experience expertise inclusion and understanding of what this involves.

Whilst it is welcome that third sector stakeholders are engaged regularly in the work of policy development, lived experience expertise continues to be de-prioritised and under-resourced. A competent and coherent approach across government on anti-racism influencing through lived experience expertise, hearing more directly from communities is critical to creating fit for purpose policy.

### Lack of resource, time, staff capacity and leadership

It is clear there is enthusiasm and interest in taking forward genuine anti-racism delivery across some policy areas in the Scottish Government, however across accountability questions de-prioritisation, lack of resources and constraints on time were repeated as caused for a lack of progress. Furthermore, capacity building with policy-makers to better understand and apply anti-racist practice is deeply necessary.

### Limitations in access to data

Limitations in the competency of “race” and ethnicity specific data, and particularly intersectional data, have been repeated multiple times and were made clear during COVID19. Investment in more detailed data collection is necessary, along with public access to and transparency of how data is used and learnt from. Resources related to large datasets were pointed out, however smaller, targeted data collection opportunities related to the impact of policy on adversely racialised groups can and must be prioritised.

## Reflections

Accountability which is robust, thorough, transparent, and open to more people to participate in should be the standard across the Scottish Government.

It is long overdue that accountability is delivered in a more accessible, co-designed and public manner that enables communities to not simply have a say, but to have the power to seek change and answers to questions on Scottish Government delivery related to anti-racism practice (and indeed, wider inequalities). Not only does this enable more competent policy to be developed, but it builds trust between Government and communities and would better meet the “Open Government” principles to public participation that the Scottish Government has already committed to.

The learning from this first trial of an accountability method of this kind will be taken on board by the Anti-Racism Observatory for Scotland (AROS) which, with its independence from Scottish Government, will be an ethical and appropriate space for accountability of this kind to be delivered in a way that can lead by example. It is envisaged that the public procurement for a host organisation for the AROS will begin late autumn 2023 and a second “accountability process” will begin in summer 2024. This will likely review a wide range of anti-racism specific activities but also anti-poverty interventions and wider-policy areas to assess the extent to which anti-racism is being acted on across government in a coherent, evidence-based, and community-led way. The accountability process in the next phase within the AROS will be designed alongside experienced staff, community expertise and with partners who have engaged in this type of activity before. The AROS will be learning from this trial and engaging with Scottish Government officials early in the process to discuss expectations and purpose and provide a foundation of knowledge on what is needed for this to be beneficial for both the AROS and the government. The latter in particular is derived from learning from this trial as feedback was received stating that more discussion, workshops, and pre-survey engagement would be appreciated.

Reports from engagement of this kind would be written for public engagement purposes, and it is hoped that, whilst the next phase of accountability will be focused on the activities of the Scottish Government, future phases will be with a wider range of public institutions. It is hoped that, through this model, a Scotland-wide foundation of anti-racism accountability will be developed and an expectation set of both communities and institutions. We hope that this aim will enable tangible and meaningful power-redistribution.

## 1.3. Community Research

Community-led co-production is a key element within the proposed anti racism infrastructure. Therefore in September 2022, the AIGG commissioned two Community Researchers to engage with racially minoritised people and communities in Scotland. The main objective of this research was to support the co-design of Scotland’s new anti-racism policy infrastructure – the Anti Racism Observatory for Scotland (AROS) – with racially minoritised communities.

The AIGG’s belief in the importance of community engagement was evident in the commissioning of two Community Researchers to engage with racially minoritised people and communities in Scotland. The approach adopted by the AIGG echoes that of the Scottish Approach to Service Design<sup>12</sup> is that states that the people of Scotland are supported and empowered to actively participate in the definition, design and delivery of their public services (from policy making to live service improvement). This means giving citizens, service staff, and public sector organisations the opportunity to be involved in designing the services and making them part of the design team.

The task of this research was to build awareness that new anti racism infrastructure was being developed, hear from people about how the infrastructure could best work for them and in doing support the ambitions for co-design of Scotland’s new anti-racism policy infrastructure – the Anti Racism Observatory for Scotland (AROS).

The aims of the research were to explore the:

- *views and perspectives of people with lived experiences of racism with regard to how the AROS should be structured, function and governed*
- *diversities within, and the intersectional marginalisation experienced by racially minoritised people in Scotland*

### The Approach & Journey

The AIGG believed that building anti racism practice required an understanding that how the research was undertaken is just as important as the outcomes from the research. The vision for the Scottish Approach to Service Design<sup>12</sup> states that doing research in an ethical manner ensures that the participants and researchers are safe that the research is valid (objectivity and integrity), lawful, transparent and respectful. Yet, the harm caused to people from racialised communities by consistent and overwhelming numbers of studies exploring people’s lived experiences of racism were recognised. The significant “consultation fatigue” expressed by racially minoritised people from participating in multiple consultations, often led by public sector bodies, have inspired minimal tangible change.

To foster an ethical and useful research approach which also helped build relationships and trust a Participatory Action Research (PAR) approach was chosen. PAR is a well-established methodological approach which seeks to address the inequalities often found in research, by purposely involving those most affected by the research in a cyclical process of knowledge creation, reflection and action.

The decision to use PAR was informed by the recognition that minoritised communities often possess significant goodwill, crucial knowledge and relevant expertise to inform sustainable policy solutions addressing their systemic marginalisation. PAR goes further by motivating

people from marginalised communities to collaborate on common needs and problems and foreground critical reflection on their lived experiences in resolving the challenges.

The research was implemented in three main stages, as follows.

**Phase 1** involved iterative co-design of the study questionnaire and capacity-building materials with community leaders, young people, and members of the A-IGG. The engagement included online unstructured interviews with community leaders to establish how best to engage with people in their communities, build trust and enhance participation in the study. Focus group meetings with young people with experience of anti-racism practice were held as well as regular review meetings with a subgroup of the AIGG.

**In Phase 2**, the co-designed survey was distributed across Scotland through partnerships with community organisations and community researchers. Listening tours facilitated group discussions to collaboratively gather perspectives. These sessions allowed community members to provide input verbally and through discussion with their peers. Centring the voices of adversely racialised communities aligned with anti-racism practice by directly challenging power imbalances and racial inequities perpetuated by traditional research which promotes notions of researcher neutrality or objectivity. The aim was to challenge the prevalent view that racially minoritised groups are "hard to reach" or disinterested in engaging and to validate experiential expertise and community knowledge that is often discounted.

**Phase 3** entailed collaborative data analysis between the research team and A-IGG members with lived expertise on racism. Reflexivity about the positionality of those involved was encouraged. Through collaborative sense-making of data we aimed to validate lived experiences and counter dominant narratives that perpetuate racism.

## Challenges

Participatory action research, like all methodological approaches has both benefits and limitations. Greater levels of collaboration and participation help to build trust and relationships, but this process can also increase the complexity and time it takes to deliver.

The survey and all listening tours were publicly advertised through a wide range of organisations to encourage adversely racialised people to participate. However, research fatigue in racially minoritised communities was a limiting factor as in some communities it appears that mistrust of the research and researchers in general led to reduced engagement. The responses from the survey and listening tours were not "representative" of racially minoritised people across Scotland. However, the use of multiple mechanisms of engagement facilitated the inclusion of diverse community voices and intersectional identities.

Prior harm and research fatigue meant that more time and effort had to be invested into engagement and communication. This in turn meant that due to scarcity of time and resources to facilitate an in-depth participatory analysis conducted, as was desired. Furthermore, the responses to some questions suggested that participants may have misunderstood certain questions, or had different understandings of the terms used. The complexities of participants' responses may not have been fully captured as the survey was administered online and in English.

Future research processes should allow greater time and resources to allow collaborative analysis and a more substantive process of design and piloting.

## Outcome

531 people participated in the survey. Responses were from a wide range of areas in Scotland. Listening tours in 5 different cities were run. 78% of survey responses were from individuals, and 22% of respondents stated they were answering on behalf of organisations. People's wellbeing, community safety, community strengths, religion, disability and caring responsibilities, and inequities faced by those experiencing gender inequality and LGBT inequality were highlighted. This suggests community members would like to see work on racism and anti-racism conducted across all these sectors, with the AROS acting as a central, accessible platform for sharing information.

### 1. Standardised Data Collection

Standardised data collection on racism and anti-racism should be embedded within institutions and organisations instead of being entrusted to a single entity. This information should be easily accessible to community members through the AROS.

Research participants reported that the AROS should map work on racism and anti-racism across the whole range of listed areas, from employment, school education, higher education, housing and immigration to business, health, children's and older people's wellbeing, community safety, community strengths, religion, disability and caring responsibilities, and inequities faced by those experiencing gender inequality and LGBT inequality. This suggests community members would like to see work on racism and anti-racism conducted across all these sectors, with the AROS acting as a central, accessible platform for sharing information.

### 2. An integrated approach

The impact of structural racism should be incorporated into impact assessments and emergency preparedness in the public sector. When asked about areas of focus respondents stated that AROS should map work on racism and anti-racism across the whole range of listed areas. 47% of respondents requested consideration on employment, 44% school education, 41% higher education, 40% housing and 39% immigration. Additional areas highlighted for the AROS' consideration included COVID and its impact, the cost of living crisis and its impact, poverty, the justice system, popular culture, language, media narratives, sports, the environment, public places and legal representation.

### 3. Valuing Lived Experience

There is a clear demand from community members for the AROS to value research, lived experiences and anti-racism efforts happening within communities, outside institutional walls. Most respondents wanted the AROS to highlight community research on racism

and anti-racism, and for their work on racism and anti-racism to be included by the AROS.

Participants also stated that the AROS should bring communities together, and engage with community members through the creation of safe spaces for dialogue.

#### **4. Acknowledging and valuing community expertise**

The skills and expertise within communities should be acknowledged and valued. Respondents highlighted the utility of a live database of community groups in the anti-racism space. Participants also mentioned the importance of monitoring the allocation of public sector and philanthropic funding (e.g. grants) to community organisations led by racially minoritised people. During our research, we recognised the importance of uplifting community members with specific skills (e.g. academics of colour) in anti-racism policymaking spaces.

#### **5. Focus on Accountability**

In the study a lack of accountability, limitations of current data availability and limited capacity for addressing racialised issues emerged as key themes. The community research highlighted that barrier to addressing racism included the lack of follow-up after the initiation of an inquiry into racism, the amount of work required to provide “concrete” evidence of racism, and the lack of capacity (e.g. time, resources and funding) to address racism.

#### **6. Building better understanding**

Community members wanted the AROS to focus on building racial literacy.

A number of topics were mentioned, including bystander training, colourism, privilege and power, unlearning racism, internalised racism, internalised colourism, mechanisms of racialisation, the effects of racism including unintentional harm and perceptions of racially minoritised communities. There is also a need for work to consolidate existing research on racism and anti-racism in a clear way, and to facilitate further research (e.g. data disaggregation, collecting lived experiences of racism), signposting anti-racism activities, and setting and enforcing standards of anti-racism practice.



## 7. A repository

Community members expressed the need for a public accessible interactive repository of research and public policy concerning racism and anti-racism to maintain institutional memory and avoid wasting resources. Respondents expressed fatigue in relation to being extensively researched and a desire for existing findings on racism and anti-racism to be brought together for decisive action.

Respondents mentioned the collation and sharing of a variety of research, including research on lived experiences of racism, and policy-oriented research. Participants felt that the evidence arising from new reporting mechanisms to address racism could generate a body of live anti-racism casework.

## 8. Quality Standards on Anti-racism

Community members wanted the AROS to be involved in setting and enforcing standards of anti-racism practice. A number of mechanisms were proposed, including calling out racist behaviour, sharing best practices, setting targets, monitoring the achievement of targets, and helping to embed anti-racism practices in institutions.

## 9. Direct Involvement and equitable inclusion

Community members indicated a desire to be directly involved with the work of the AROS. Respondents suggested community members could be involved as educators, researchers, recruiters for research, and as community liaisons spreading awareness about the AROS. The need for transparency around payment for the work done by community members was emphasised.

Respondents also stated that the AROS should bring communities together and engage with community members through the creation of safe spaces for dialogue.

## 10. Clear and sustained communication

The AROS should maintain a sustainable programme of communication with communities about its purpose and work. Participants highlighted the importance of raising awareness specifically among those “at risk of racial discrimination”.

Although we used multiple avenues to publicise our capacity-building materials and survey, most participants had heard of our survey through on-the-ground community researchers. As such, the AROS should consider multiple channels of communication, including the use of community liaisons in places where people gather.

## Conclusion

During the research process and in the responses community members have indicated a desire to be directly involved with the work of the AROS, as educators, researchers, recruiters for research and as community members involved in signposting and spreading awareness about the AROS. The need for transparency around payment for the work done by community members was emphasised at the listening sessions. Respondents emphasised the need for transparency and co-creation with regard to future community engagement efforts by the AROS. Funding work already done by existing community organisations

The importance of raising awareness among those “at risk of racial discrimination” and the need for a sustainable, ongoing programme of communication were highlighted. There is a need for greater focus on accountability in antiracism policymaking, and in reporting and redress mechanisms. Listening tour attendees discussed the shortcomings of current reporting and redress mechanisms in several sectors, highlighting a lack of awareness around policies for reporting racism, a lack of escalation strategies, and a lack of feedback once racism is reported.

A full description of the approach, findings and reflection can be found in the document entitled *Community research – Full Report Scotland*<sup>13</sup>

### 1.4. Work with Young People

From the outset there was a desire to meaningfully engage young people as participants of the AIGG. To ensure ethical and meaningful participation the AIGG worked in partnership with [Intercultural Youth Scotland \(IYS\)](#). IYS used their substantive experience and existing relationships to encourage young people’s participation. Whilst often young people were present at AIGG meetings, IYS also worked with young people outside of these meetings. Reflections and discussions were subsequently fed back to the AIGG. On several occasions evening meetings, or youth focused meetings were held by IYS and the AIGG.

#### Informed Processes

To ensure the meaningful and ethical engagement of young people with the AIGG, the young people involved (with support from IYS) developed guidelines to aid how the AIGG should work. The document *Safe inclusion of young people in decision-making spaces*<sup>14</sup> informed the way that the AIGG worked and the vision for how the Anti-racism Observatory for Scotland should work. This is discussed further in part 2.

#### Young People’s Feedback to the AIGG

On the 16<sup>th</sup> of January 2023 an evening meeting was held, with the specific focus on hearing feedback from young people. *The young people’s presentation to the AIGG*<sup>15</sup> offered a focused opportunity to hear the young people’s thoughts on what to do and what not to do, how to engage with Black individuals and People of Colour (BPoC), accountability of the AROS, ways to hold the Scottish Government to account and the legal structure of the AROS.

Again, the reflections of the Young People inform the proposed design for the Anti-Racism Observatory for Scotland which is discussed in part 2.

**Part 2.**  
**The Proposed Anti-Racism**  
**Observatory for Scotland**  
**AROS**

## 2.1. Overview AROS

The community research, accountability review, young people's feedback and AIGG reflections all highlighted the complexity of finding information and data about racialised issues in Scotland. The community research report "standardised data collection on racism and anti-racism should be embedded within institutions and organisations instead of being entrusted to a single entity"<sup>13</sup> reinforces this point from the voices of community organisations and individuals.

An observatory is defined as a position or building that gives an extensive view. The proposed Anti-racism Observatory for Scotland (AROS) could provide an extensive view of antiracism work, actions, progress and challenges encountered in Scotland. A safe, inclusive and accessible place, (conceptual and physical) where knowledge is collated, created and shared.

It is envisioned that AROS will exist to reconstruct the work of "race" equality in Scotland to enable a more effective, coherent and participatory approach to understanding, monitoring and addressing systemic racism, and most importantly a central place of accountability for all this. AROS will exist to assist (and hold to account) the creation of transformative anti-racism policies, processes and systems by Scotland's public institutions and beyond, which have been evidenced to be in need of more "hands-on" and deliberative assistance (NHS, Education, Covid-19). As a consequence, it will enable the Scottish Government to better meet its commitments across equality, inclusion and human rights, particularly as it is looking to be a centre of expertise on how a competent, anti-racism and intersectional approach can be taken. The AROS will exist to add to, not take away from, the current ecosystem of organisations around this type of work in Scotland. It will pursue partnerships and amplify the progressive work of others across equalities and anti-discriminatory issues.

### Vision

The purpose of the AROS as one part of national-level oversight infrastructure will be to become the mechanism through which the Scottish Government and other public bodies are supported to deliver genuine and irreversible systemic change. It is hoped to be a national centre of excellence in Scotland on developing and delivering policy across all areas of government and their key stakeholders through an intersectional, anti-racist lens.

*To establish a competent understanding of principles of anti-racism and embed these in infrastructure and scrutiny across Scotland's sectors, so that the work of our public institutions are effective and fit for purpose for all communities, especially those who are adversely impacted by racism.*

*The Anti-Racism Observatory will be led and co-produced with people from communities adversely impacted by racism*

The AROS will exist to observe how and if policies were being developed and implemented effectively for racialised communities and as a consequence support the delivery of Scottish Government’s aspirations of “racial equality”.

## 2.2. The 7 strands

How the AROS functions alongside the Scottish Government, local authority or a public body will develop as it develops, However, it could support capacity building of staff and officials to enable them to take an intersectional, anti-racism approach in their decision-making, policy development and initiative delivery. Developing internal accountability measures which audit competency of anti-racism delivery and policy. Assessing data-gaps, the consequences of these data-gaps and how they may be overcome. Working in partnership to research and assess narratives/messaging through an anti-racism lens. Foster a space for communities to better influence and co-produce policy and delivery with anti-racism perspective.

It is important that the AROS builds a strong community links to prioritises the lived experience and co-production in the development of the observatory’s research and accountability work. Broadly implementation of the work can be conceptualised into 7 strands.

STRAND	DESCRIPTION
1. COMMUNITY & CO-PRODUCTION	<ul style="list-style-type: none"> <li>• <i>Enable community-led co-production to be instilled as the mechanism to ensure principles of anti-racism operate within the Anti-Racism Observatory itself and across Scotland’s public institutions.</i></li> </ul>
2. SKILLS BUILDING	<ul style="list-style-type: none"> <li>• <i>Communities - Capacity building of our communities to become prioritised to enable access and power to scrutinise and influence policy making and service delivery.</i></li> <li>• <i>Public Institutions - Capacity building of public institution officials to enable them to take an intersectional, anti-racism approach in their decision making, policy development and initiative delivery.</i></li> </ul>
3. ACCOUNTABILITY	<ul style="list-style-type: none"> <li>• <i>Create systems of accountability with communities adversely affected by racism about the policy and decision making that intends to address the systemic inequity created by racism.</i></li> <li>• <i>Developing accountability tools and processes to assess progress and rigour in anti-racism interventions across Government and public decision-making institutions.</i></li> </ul>
4. REPOSITORY	<ul style="list-style-type: none"> <li>• <i>To address the implementation gap, the Anti-Racism Observatory will create and host a public Repository of</i></li> </ul>

	<p><i>information to allow assessment of the history of anti-racism related policy and initiatives.</i></p> <ul style="list-style-type: none"> <li>• <i>To enable those adversely affected by racism, and those whose role it is to address racism, to see what progress is made.</i></li> <li>• <i>The Repository will provide a fuller and more transparent assessment of current progress on anti-racism in Scotland.</i></li> </ul>
<p><b>5. Data &amp; Research</b></p>	<ul style="list-style-type: none"> <li>• <i>Ensuring investment in and understanding of adequate “race” and ethnicity data collection, research and analysis to enable independent scrutiny of progress of anti-racism delivery in Scotland.</i></li> <li>• <i>Use this data to measure and assess anti-racism progress in Scotland’s public institutions.</i></li> <li>• <i>Developing and promoting awareness of safeguarding for data items about “race” and ethnicity to ensure ideologies of race science and systems of racism are not reinscribed through the collection, analysis and reporting of these data items.</i></li> <li>• <i>Through capacity building and community engagement ensuring the data processes for collecting, analysing and reporting of Scotland are not simply recreating mechanisms of racialised systemic inequity.</i></li> </ul>
<p><b>6. Partnerships, public narrative &amp; cultural engagement</b></p>	<p><i>Working in partnership to research and assess:</i></p> <ul style="list-style-type: none"> <li>• <i>The Anti-Racism Observatory will host a unique partnership approach within its governance which will include representatives from across Scotland’s public sector.</i></li> <li>• <i>The aim of partnership is to create a more transparent and effective working relationship which has learning and accountability at its core.</i></li> <li>• <i>The Anti-Racism Observatory will exist fully independently whilst working in partnership with public institutions to enable scrutiny and influencing.</i></li> <li>• <i>Sharing best and promising practice from across Scotland and beyond.</i></li> <li>• <i>Developing narratives/messaging through an anti-racism lens recognising the necessity of our creatives and the cultural sector to help articulate the reality of how racism and anti-racism functions in Scotland and the world.</i></li> </ul>
<p><b>7. Advocacy</b></p>	<p><i>To advocate for power redistribution on decision-making, scrutiny of policy and accountability of action:</i></p>

- *Development and implementation of power redistribution processes to address all forms of racism and the hierarchy of racialisation.*
- *To be a champion for competent education and understanding of anti-racism in Scotland's public institutions.*

## 2.3. How the seven strands emerged

### 1. Community & Co-Production

The AIGG's work on accountability noted that there was a confusion between consultation and authentic participation in decision making or the process of knowledge creation. It appears that power redistribution to communities most impacted by poor policy making was rarely considered. In the recommendations by young people, comments of the AIGG and in the community research a desire to create a transparent system of accountability emerged.

### 2. Skills building

The AIGG's work on accountability highlighted the extent of misunderstanding of lived experience participation/engagement by many levels of policy-making. The AIGG members felt, that unless there is expertise included from those scholars and experts who understand how racism functions in systems of policy and decision making, as well as how meaningful participation is produced, there is a risk that whilst lived experience is shared, power to influence outcomes and genuine system-change remains in the hand of a few.

The AIGG members, young people and participants of the work on accountability and of the community research, highlighted the importance of public institutions understanding their experience and perspectives and wanted AROS to help train institutions to be better at this. They asserted that skills needs identified included a better understanding of anti-racism and how it can be applied to policy-making and service design. It was also noted that people from communities wanted opportunities to learn and to take part in research skills building. It is proposed that AROS should work with experts to offer training and skills development for public institutions and individuals. AROS should ensure that there are inclusive and accessible opportunities for work-based learning and information on how to engage in research and how to access data.

### 3. Accountability

The community research highlighted that racialised individuals often feel that research and evidence wasn't always acted on. Also, that it is not always possible to track what happened, what was implemented, whether it was effective, or whether work was ever evaluated. The community research suggested that the impact of structural racism should be incorporated into impact assessments and emergency preparedness in the public sector, including the government<sup>13</sup>. It is suggested that AROS undertakes further work to develop new accountability processes for Scotland. Building on the work already undertaken by the AIGG and the learning of the accountability report. Accountability of AROS was also viewed as important. The young people specifically suggested that AROS should create reports

explaining decision-making, i.e., how funding is used and why, documents explaining the AROS power structure in open access to anybody and that AROS should also have meetings that public can attend and Q & A opportunities.

#### **4. Repository**

The community research noted that people were tired of being researched and wanted a place to bring together what had been done already. They especially wanted the work they had been involved in previously to be better shared. The Repository could be a physical and virtual space where people can find information and research.

#### **5. Data & Research**

The Scottish Governments' Data Strategy<sup>5</sup> for Health and Social Care commits to improving the quality and consistency of protected characteristics data, including ethnicity data, to ensure that equitable care is provided for everyone in Scotland requiring it. The accountability report noted the need for improved, disaggregated data. Limitations on the ability to fully evidence community needs and to evidence and track progress are hampering the ability for Scotland to deliver on its anti-racism commitments. Issues related to ethnicity/race data have been made over multiple years. The gaps have been highlighted to government on many occasions, AROS could have a role in capacity development and advocacy to ensure practical implementation of existing work and advice.

Participants of the community research wanted AROS to help with identifying and sharing best practices and research that ensured that their voices were heard. They wanted AROS to create safe spaces to explore critical issues affecting them. AROS would support research that helps identify best practices and we will undertake research that safely involves and listens to people with personal experiences of the issues being explored.

#### **6. Partnerships, public narrative & cultural engagement**

The community research highlighted a lack of understanding about racialised issues across a range of public spaces. When asked young people said that AROS should not be led by academics only and that AROS should not use too much academic and complex languages in communication and reports. It is suggested that an important aspect of the work of AROS should be to help with clear and accessible communication of knowledge and research to a wide range of stakeholders.

#### **7. Advocacy**

Participants of the community research were concerned of the lack of trust and lack of action by public institutions It is proposed that AROS will advocate for fair and equal participation of all, ensuring individuals and academics from marginalised communities have an opportunity to engage in all aspects of our work and that the voice of the community is heard and involved in anti-racism accountability, data and research. Young people suggested that AROS might have a role in demanding factual evidences of works and on-going works for the Scottish Government's work on anti-racism.



## 2.4. Key Principles & Ways of Working

### Nuanced understanding of Anti-racism

The AIGG worked with global scholars such as Professor Jones to develop an understanding of racism, the risks and harms of racialisation and racism in our data and research systems. Whilst the AIGG accepts that there are varied and contested definitions of racism, the AIGG has adopted a working definition defined by Professor Jones.

*“Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources<sup>16</sup>*

The approach adopted for AROS is informed by an established body of research and evidence, nationally and internationally, evidences that people of colour and people in these communities are often most adversely impacted by institutional racism, and there is a differing impact of racism on people. Existing research points to strong evidence of disproportionate experience of discrimination and racism by people of colour, which urgently needs addressing and is a symptom of a system that is failing to sufficiently address racialised inequalities and inequities.

AROS adopts a holistic view of racism and acknowledges the varied way in which it manifests and the need for collaboration, the AIGG members (informed by the community research outcomes), felt that an initial focus of AROS should be to build from and focus on experiences of people of colour as research highlights the disproportionate impact of racism on these communities.

Our research made clear that while organisations are already in existence in Scotland with a wider definition of ethnic minorities, and they are important to the landscape of addressing inequity and inequalities, AROS will help create transformative systemic change that tackle the "upstream" issues rooted in the system and institutions using an anti-racism approach. This focus will compliment work currently being delivered in Scotland and will have systemic benefits for all who experience discrimination, racialisation, and inequality.

### Intersectionality

We commit to an intersectional anti-racism approach. Intentional focus is on the historic and present-day systems of racism, white privilege, whiteness, oppression, and discrimination that are embedded in society. These systems are linked to classism, sexism, ableism, homophobia, transphobia, antisemitism, islamophobia and xenophobia. Our approach takes account of how these systems overlap to create compounding inequity.

## Accessibility

We aim to be accessible and flexible in the way we use language and design our activities. AIGG worked with IYS to identify the best route to do this. AROS should be aware of young people not feeling excluded or tokenised in their participation. There needs to be a wider infrastructure which enables them to be supported. IYS can provide this, but the position will not be open to an IYS staff member as membership is individual representation not organisational.

The future AROS must resource and prioritise accessibility around disability, neurodiversity, and English as a second language, and will be working with communities and experts in these areas to ensure competent delivery.

## Transparency & Accountability

The Anti-Racism Observatory's commitment to transparency, independence, accountability and openness: This complex work will include holding Scotland's public institutions to account through:

- An Accountability group alongside standard governance structures which is led by lived experience expertise and adversely racialised communities.
- Independence from bodies such as the Scottish Government and local authorities to enable genuine accountability of Scotland's decision-making infrastructure.
- Commitment to evaluating success through a methodology which assesses community-focused impact.
- Quarterly public updates on our activities, our challenges and our strategic delivery.

## Adaptivity - learning and evolving

An Anti-Racism Observatory is a new approach for Scotland to address the inequity of experiences and outcomes created and sustained by racism. This approach builds on the work of others internationally. We will take this work one step at a time and acknowledge that this work requires care and a determined space and pace in order to share our learning. The Anti-Racism Observatory needs to and will, continually evolve and adapt to new and persisting structures of systemic racism as they emerge. We will be responsive to feedback on our approach from those with lived experience and learned experience who understand the mechanisms operating within systemic racism. We are committed to evolving our practice to support the Anti-Racism Observatory to become world-leading in its efforts.

It will be clear in the organisation's communications online and with the community from the day of launch that this is an iterative process and that the goal is for the Anti-Racism Observatory to become a best practice leader in participation and power-redistribution. Making it clear that it will grow and do more than what is there at point of launch. We cannot expect, nor will we attempt, to have all aspects of participation up and running at the point of launch, especially when it should be co-produced with people adversely impacted by racism directly and over adequate time

## A Safe Space

The young people particular noted the need to ensure that the AROS will provide a safe space (physical and conceptual) for all individuals to speak honestly and openly about sensitive subjects. There was a recognition of the complexity of achieving this and that there is a need for expert support, guidance and facilitation. Especially when engaging young people or when working with mixed groups of different identities where there are inherent power differentials and fear of engagement. Recommendations were made in the document [safe inclusion of young people in decision-making spaces](#)<sup>14</sup>, presented to the AIGG by IYS and in the [young person's feedback On the 27<sup>th</sup> of July 2023](#)<sup>15</sup>.

## 2.5. Equitable Resourcing

### Sustainable Funding

This cannot be approached as a funded project or short-term initiative. Whilst funding may be on a year to year or three-year basis in line with the parliamentary term and Scottish Government budget, national commitment to it must be beyond short-term budgets. Funding for the Anti-Racism Observatory for Scotland is distinct and separate from the Equality and Human Rights Fund, and does not have influence on decisions made in regards to this fund. The first year of the AROS will include development and mapping with a view for a 10-year strategy to be developed. The success of the AROS and associated infrastructure will be conditional on there being access to the system itself and an understanding of its change-making and accountability purpose from across Government and public bodies

### Ethical Compensation & Payment

The work on accountability, community research, young people's feedback and the comments of the AIGG emphasise the need for fair and ethical compensation for work undertaken. The AIGG stated "We do not believe it is acceptable to build off the unpaid labour of people of colour and we do not want to replicate the systemic oppressions that are common across the Scottish landscape". The need for proper resourcing and time for co-creation in future work in order for the observatory to have any credibility and authority of voice. Future AROS research work should plan for adequate resourcing to allow participatory data analysis with diverse racially minoritised groups.

Participants of the community research highlighted that they wanted to be included and involved People wanted transparency in the work and payment of people involved Community & Co-production Our guidelines for the development of AROS will ensure that community members are involved in every aspect of our work. There will be clear and transparent guidance on pay and appointment of staff, and participation in the work of AROS that will be co-created with community members. There will be paid opportunities for community members at every level of the organisation.

## **Funding that supports meaningful Participation**

The community research both in learning from process and learning from outcomes highlighted the importance of recognising the time, labour and resources that are required to produce good quality and ethical participative work. Furthermore, participants of the community research emphasised the need for adequate resourcing to ensure that 1) institutions and people are aware of how new antiracism policies work and 2) antiracism policies and practices are regularly reviewed for relevance, usability and impact.

## **2.6. AIGG Proposed Structure & Governance**

The AIGG assessed a number of different inception models, including being hosted by an academic institution, a third sector partner or within a public body, however given the accountability purpose of the Anti-Racism Observatory for Scotland and the realities of systemic racism, it was considered especially important for this critical, initial stage to be fully independent from existing structures, in the same way in which other new organisations over recent years have been formed. In [May 2023] the AIGG proposed to pursue a limited company by guarantee for the initial structure to develop the organisation. A non-profit organisation and will be set up to enable a future change to a charity or alternative model if that is preferred or found to be more appropriate.

Full open recruitment will take place and diverse expertise will be sought (where possible a focus on creative industry, finance, good governance, researchers/academics, legal will be encouraged). It is anticipated that future directorships will be voted via an AGM open to all members of the organisation. AIGG proposed that after year two there will be a full AGM and open voting processes to appoint members and directors.

Full open recruitment will take place and diverse expertise will be sought (where possible a focus on creative industry, finance, good governance, researchers/academics, legal will be encouraged). Two reserved spaces for community/grassroots representatives and 2 reserved spaces to be occupied by “young” people will be included. A best practice approach will be taken to determine “young”. All Members will be 16+ in age.

## **2.7. Next Steps & Procurement of AROS**

In Aug 2023 Ministerial feedback requested for this approach to be further reviewed.

In September following further discussion and review by the AIGG it was agreed that AROS will be hosted by an existing organisation which will be sought to support inception through public procurement. It is intended that the AROS will become independent from the host organisation within 2 years.

To support the procurement process, sustain momentum a small “design team” will undertake work during this interim period.

## 2.8. Conclusion

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This model is presented as a starting point for the AROS and it should be understood that the AROS will evolve and grow as it becomes more established in Scotland's infrastructure.

The AROS being proposed in this document is founded on a shared understanding that the purpose of its work is long-term, generational system change. The AROS and related infrastructure will exist to reconstruct the work of "race" equality in Scotland to enable a more effective, coherent and participatory approach to tackling systemic racism.

Scotland has an opportunity to be world leading. Scotland has a distinct and disproportionate relationship to the history and mechanisms which have created systemic global racialised inequity.

It will be clear in the organisation's communications online and with the community from the day of launch that this is an iterative process and that the goal is for the Anti-Racism Observatory to become a best practice leader in participation and power-redistribution.

# **Part 3.**

## **Appendix & References**

### 3.1. Appendix A – Language & Terminology

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We appreciate the nuance and complexity and contested meaning of terminology pertaining to “race”, ethnicity, diversity and culture.

To guide the reader in regard to how some of these terms are used in this document please note the following: where co-production is written, it means with community members, this may be community groups or individuals, and it will be for the incoming staff and participation experts hired to develop the most ethical and meaningful way to do that. Where “community” is referred to, it is used as a wide-ranging term which means “communities of colour based in Scotland/ and or community adversely impacted by racisms” It is appreciated the term is too wide, but for the sake of brevity is being used here.

## 3.2. Appendix B - Timeline of events

2020	COVID-19 Pandemic escalates in the UK, disproportionate impact on Minority Ethnic communities recognised
2021	Expert Reference Group on COVID-19 and Ethnicity make recommendations which are largely accepted by SG and become held to account within the Immediate Priority Plan (IPP)
Apr 2022	Establishment of AIGG – First AIGG Meeting
May 2022	AIGG Meeting
Jul 2022	AIGG Meeting
Aug 2022	AIGG Meeting
Oct 2022	AIGG Meeting – Community Research started, researcher engagement with the AIGG
Nov 2022	AIGG Meeting – Interviews with community leaders; Workshop 1.
Dec 2022	Meeting with data experts, including Professor Camara Jones.
Jan 2023	AIGG Meeting
Feb 2023	AIGG Meeting
Mar 2023	Dissemination of community survey
Apr 2023	AIGG Meeting; Accountability Questionnaire meetings with SG policy teams.
May 2023	AIGG Meeting – Vision and Mission proposed by AIGG – Method & Structure proposed by AIGG - Review of findings with AIGG. Workshop 2 and 3.
Jun 2023	AIGG Meeting
Jul 2023	AIGG Meeting
Aug 2023	AIGG Meeting – Accountability paper submitted to SG



### 3.3. Appendix C - Summary of AIGG Documents

Title	Description	Link
<b>AIGG TERMS OF REFERENCE AUG 2022</b>	Terms of reference for the Interim Governance Group to Develop National Anti-Racism Infrastructure	<a href="https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-terms-of-reference/">https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-terms-of-reference/</a>
<b>VISION &amp; MISSION - AIGG PROPOSED MAY 2023</b>	Vision & Mission - AIGG agreed May 2023	<a href="https://iggantiracism.wixsite.com/communityresearch#vision-and-mission">https://iggantiracism.wixsite.com/communityresearch#vision-and-mission</a>
<b>STRUCTURE &amp; MODEL - RECOMMENDATION BY THE AIGG JUNE 2023</b>	Method & Structure – Recommendation to SG by the AIGG May 2023	<a href="https://iggantiracism.wixsite.com/communityresearch#structure-and-model-1">https://iggantiracism.wixsite.com/communityresearch#structure-and-model-1</a>
<b>STRUCTURE &amp; MODEL – AGREED SEPT 2023</b>	Proposed structure agreed with SG Sept 2023 subsequent to Ministerial review of AIGG recommendations of May 2023	<a href="https://iggantiracism.wixsite.com/communityresearch#structure-and-model-2">https://iggantiracism.wixsite.com/communityresearch#structure-and-model-2</a>
<b>ACCOUNTABILITY REPORT AUGUST 2023</b>	A tool and report developed to support Scottish Government delivery, that will help identify systemic challenges and barriers to action and help achieve meaningful systemic change.	To be uploaded once a formal response from SG is shared
<b>COMMUNITY RESEARCH - FULL REPORT SCOTLAND - WITH EXEC SUMMARY</b>	Building awareness that new anti racism infrastructure was being developed, hear from people about how the infrastructure could best work for them and support AIGG ambitions for co-design	<a href="https://iggantiracism.wixsite.com/communityresearch#community-research-report">https://iggantiracism.wixsite.com/communityresearch#community-research-report</a>

<b>BRIEFING PAPER FOR COMMUNITIES</b>	Outlines the opinions and voice of people from marginalised communities when asked to consider an ambitious plan to bring anti-racism infrastructure into Scotland.	<a href="https://iggantiracism.wixsite.com/communityresearch#community-briefing">https://iggantiracism.wixsite.com/communityresearch#community-briefing</a>
<b>COMMUNITY RESEARCH BRIEFING PAPER FOR POLICY</b>	Specifically for individuals engaged in policy because of how systemic racism can operate within this landscape.	<a href="https://iggantiracism.wixsite.com/communityresearch#policy-briefing">https://iggantiracism.wixsite.com/communityresearch#policy-briefing</a>
<b>ANTI-RACISM OBSERVATORY FOR SCOTLAND, SUMMARY &amp; SIGNPOSTING REPORT, SEPT 2023</b>	Summary of work and timeline of the events to date - which led to the formal documents either agreed on by AIGG for publication and/or worked on by the AIGG	<a href="https://iggantiracism.wixsite.com/communityresearch#signposting">https://iggantiracism.wixsite.com/communityresearch#signposting</a>

### 3.4. Appendix D - Minutes of AIGG Meetings

Date	Link
<b>APRIL 2022</b>	<a href="https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure/">https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure/</a>
<b>MAY 2022</b>	<a href="https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-may-2022/">https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-may-2022/</a>
<b>JULY 2022</b>	<a href="https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-minutes-july-2022/">https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-minutes-july-2022/</a>
<b>AUG 2022</b>	<a href="https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-minutes-august-2022/">https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-minutes-august-2022/</a>
<b>OCT 2022</b>	<a href="https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-minutes-october-2022/">https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-minutes-october-2022/</a>
<b>Nov 2022</b>	<a href="https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-minutes-november-2022/">https://www.gov.scot/publications/interim-governance-group-to-develop-national-anti-racist-infrastructure-minutes-november-2022/</a>
<b>JAN 2023</b>	<a href="https://www.gov.scot/publications/anti-racism-interim-governance-group-to-develop-national-anti-racism-infrastructure-minutes-january-2023/">https://www.gov.scot/publications/anti-racism-interim-governance-group-to-develop-national-anti-racism-infrastructure-minutes-january-2023/</a>

<b>FEB 2023</b>	<a href="https://www.gov.scot/publications/anti-racism-interim-governance-group-to-develop-national-anti-racism-infrastructure-minutes-february-2023/">https://www.gov.scot/publications/anti-racism-interim-governance-group-to-develop-national-anti-racism-infrastructure-minutes-february-2023/</a>
<b>APR 2023</b>	<a href="https://www.gov.scot/publications/anti-racism-interim-governance-group-to-develop-national-anti-racism-infrastructure-minutes-april-2023/">https://www.gov.scot/publications/anti-racism-interim-governance-group-to-develop-national-anti-racism-infrastructure-minutes-april-2023/</a>
<b>MAY 2023</b>	<a href="https://www.gov.scot/publications/anti-racism-interim-governance-group-to-develop-national-anti-racism-infrastructure-minutes-may-2023/">https://www.gov.scot/publications/anti-racism-interim-governance-group-to-develop-national-anti-racism-infrastructure-minutes-may-2023/</a>
<b>JUN 2023</b>	<a href="https://www.gov.scot/publications/anti-racism-interim-governance-group-to-develop-national-anti-racism-infrastructure-minutes-june-2023/">https://www.gov.scot/publications/anti-racism-interim-governance-group-to-develop-national-anti-racism-infrastructure-minutes-june-2023/</a>
<b>JULY 2023</b>	Need Link once uploaded to SG
<b>AUG 2023</b>	Need Link once uploaded to SG
<b>SEP 2023</b>	Need Link once uploaded to SG

### 3.5. Appendix E - Other Key Docs & Links

Title	Link
<b>ANTI-RACISM IN SCOTLAND: PROGRESS REVIEW 2023</b>	<a href="https://www.gov.scot/publications/anti-racism-scotland-progress-review-2023/">https://www.gov.scot/publications/anti-racism-scotland-progress-review-2023/</a>
<b>RACE EQUALITY FRAMEWORK FOR SCOTLAND (2016-2030), 2016</b>	<a href="https://www.gov.scot/publications/race-equality-framework-scotland-2016-2030/">https://www.gov.scot/publications/race-equality-framework-scotland-2016-2030/</a>
<b>IMMEDIATE PRIORITIES PLAN (2021-2023)</b>	<a href="https://www.gov.scot/publications/immediate-priorities-plan-race-equality-scotland/">https://www.gov.scot/publications/immediate-priorities-plan-race-equality-scotland/</a>
<b>RACE EQUALITY ACTION PLAN (REAP) FINAL REPORT, 2021</b>	<a href="https://www.gov.scot/publications/race-equality-action-plan-final-report/">https://www.gov.scot/publications/race-equality-action-plan-final-report/</a>
<b>ANTI-RACISM IN EDUCATION PROGRAMME, 2021</b>	<a href="https://www.gov.scot/groups/race-equality-and-anti-racism-in-education-programme-stakeholder-network-group/">https://www.gov.scot/groups/race-equality-and-anti-racism-in-education-programme-stakeholder-network-group/</a>
<b>ANTI-RACIST EMPLOYMENT STRATEGY, 2022</b>	<a href="https://www.gov.scot/publications/fairer-scotland-anti-racist-employment-strategy/">https://www.gov.scot/publications/fairer-scotland-anti-racist-employment-strategy/</a>
<b>THE EXPERT REFERENCE GROUP ON COVID-19 AND ETHNICITY</b>	<a href="https://www.webarchive.org.uk/wayback/archive/20230114172803/http://www.gov.scot/groups/expert-reference-group-on-covid-19-and-ethnicity/">https://www.webarchive.org.uk/wayback/archive/20230114172803/http://www.gov.scot/groups/expert-reference-group-on-covid-19-and-ethnicity/</a>
<b>THE EXPERT REFERENCE GROUP ON COVID-19 AND ETHNICITY – INITIAL ADVICE AND RECOMMENDATIONS ON SYSTEMIC ISSUES</b>	<a href="https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2020/09/expert-reference-group-on-covid-19-and-ethnicity-recommendations-to-scottish-government/documents/systemic-issues-and-risk-initial-advice-and-recommendations-from-the-expert-reference-group-on-covid-19-and-ethnicity/systemic-issues-and-risk-initial-advice-and-recommendations-from-the-expert-reference-group-on-covid-19-and-ethnicity/govscot%3Adocument/Systemic%2BIssues%2Band%2BRisk%2B-%2BInitial%2BAdvice%2Band%2BRecommendations%2Bfrom%2Bthe%2BExpert%2BReference%2BGroup%2Bon%2BCOVID-19%2Band%2BEthnicity%2B%2528002%2529.pdf">https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2020/09/expert-reference-group-on-covid-19-and-ethnicity-recommendations-to-scottish-government/documents/systemic-issues-and-risk-initial-advice-and-recommendations-from-the-expert-reference-group-on-covid-19-and-ethnicity/systemic-issues-and-risk-initial-advice-and-recommendations-from-the-expert-reference-group-on-covid-19-and-ethnicity/govscot%3Adocument/Systemic%2BIssues%2Band%2BRisk%2B-%2BInitial%2BAdvice%2Band%2BRecommendations%2Bfrom%2Bthe%2BExpert%2BReference%2BGroup%2Bon%2BCOVID-19%2Band%2BEthnicity%2B%2528002%2529.pdf</a>

**HEALTH AND SOCIAL CARE:  
DATA STRATEGY**

<file:///C:/Users/dradd/Zotero/storage/A6P2UN9Y/data-strategy-health-social-care-2.html>

**THE SCOTTISH APPROACH TO SERVICE  
DESIGN (SATSD)**

<https://www.gov.scot/publications/the-scottish-approach-to-service-design/>

**COALITION FOR RACIAL EQUALITY AND  
RIGHTS - ANTI-RACIST POLICY MAKING:  
REVIEW**

<https://www.gov.scot/publications/crer-ant-racist-policy-making-scotland-review/>

**COALITION FOR RACIAL EQUALITY AND  
RIGHTS, 2020. ANTI-RACIST POLICY  
MAKING: LEARNING FROM THE FIRST 20  
YEARS OF SCOTTISH DEVOLUTION**

<https://www.gov.scot/publications/crer-ant-racist-policy-making-scotland-review/>

## 3.6. Community Research Learning for the Observatory Design

What we heard	How it maps into the AIGG recommendation
<p><b><i>Lack of involvement and exploitation of community time &amp; knowledge</i></b>            Participants highlighted that they wanted to be included and involved. People wanted transparency in the work and payment of people involved.</p>	<p><b><i>Community &amp; Co-production</i></b>            Our guidelines for the development of AROS will ensure that community members are involved in every aspect of our work. There will be clear and transparent guidance on pay and appointment of staff, and participation in the work of AROS that will be co-created with community members. There will be paid opportunities for community members at every level of the org.</p>
<p><b><i>Lack of skills</i></b>            Participants highlighted the importance of public institutions understanding their experience and perspectives and wanted AROS to help train institutes to be better at this. People from communities also wanted opportunities to learn and to take part in research.</p>	<p><b><i>Skills building - Community &amp; Public Institutions</i></b>            We will work with experts to offer training and skills development for public institutions. We will ensure that there are inclusive and accessible opportunities for work-based learning and information on how to engage in research and how to access data.</p>
<p><b><i>Holding people to account</i></b>            The people who responded said that they felt that the research and evidence wasn't always acted on - impossible to track what happened, what was implemented, whether it was effective, or whether work was ever evaluated.</p>	<p><b><i>Developing New Accountability Processes</i></b>            We have developed new processes that will ensure and demonstrate that sanction is being taken on anti-racism.</p>
<p><b><i>Collecting and sharing Information</i></b>            People said that they were tired of being researched and wanted a place to bring together what had been done already. They especially wanted the work they had been involved in previously to be better shared.</p>	<p><b><i>Repository</i></b>            We will create a physical and virtual space where people can find information and research. We will make sure that there is a place to locate community-created research and that this is shared widely.</p>

What we heard	How were acting
<p><b><i>Lack of voice, overview &amp; safe spaces for discussion</i></b>            Participants wanted AROS to help with identifying and sharing best practices and research that ensured that their voices were heard. They wanted AROS to create safe spaces to explore critical issues affecting them.</p>	<p><b><i>Data &amp; Research</i></b>            We will support research that helps identify best practices and we will undertake research that safely involves and listens to people with personal experiences of the issues being explored.</p>
<p><b><i>Misunderstanding &amp; communication</i></b>            Participants highlighted that often people don't understand racism or how complex is. Their experience is not always respected or believed</p>	<p><b><i>Partnerships, public narrative &amp; cultural engagement</i></b>            AROS will work to improve understanding and provide resources that will help communication on this issue</p>
<p><b><i>Lack of trust and representation</i></b>            Participants were concerned of the lack of trust and lack of action by public institutions</p>	<p><b><i>Advocacy</i></b>            We will advocate for fair and equal participation of all, ensuring individuals and academics from marginalised communities have an opportunity to engage in all aspects of our work and that the voice of the community is heard and involved in anti-racism accountability, data and research</p>

## 3.7. References

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- (5) *Health and social care: data strategy*. <http://www.gov.scot/publications/data-strategy-health-social-care-2/> (accessed 2023-09-20).
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- (14) Intercultural Youth Scotland. *Safe Inclusion of Young People in Decision-Making Spaces*; 2023.
- (15) Intercultural Youth Scotland. *YAP Feedback to IGG*; 2023.
- (16) Jones, C. Presentation to Students at the University of Glasgow, 2022.