

LEARNINGS FROM THE DAG

DESIGN ADVISORY GROUP

BARRIERS WE FACED

We tried to make the best of the squeezed timeline, but it made us feel complicit in

TIRING

Lived experience communities felt burdened by being asked the same questions repeatedly

COMMUNITY FATIGUE

"grassroots"



Now we have collated data from stakeholders that can be held by AROS

This should prevent research from being repeated unnecessarily

We asked for these meetings for 1.5 years

**RUSHED
STAKEHOLDER
MEETINGS**

Anti-racism should not be a 'project' but a permanent arm of the Scottish Government

DELAYED

Approving contracting
Approving budgets
Stakeholder meetings
Paying contractors



**EXCESSIVE
BUREAUCRACY**

as strategic disruption from anti-racist commitment



**GOVERNMENT WAS
INCREDIBLY
SLOW TO PAY
FREELANCERS**

Low paid work + refusal to pay statutory interest on late payment

People didn't know who we were and there was some scepticism towards the group. We needed better comms

**RESISTANCE
TO NEW WAYS
OF WORKING**

No flexibility in approach permitted at procurement stage

**IMMENSE TIME
PRESSURE**

Centuries of imperialism cannot be undone in two years!

**NO COMMS
STRATEGY
IN PLACE**

**LACK OF
SELF CARE
IN PROCESS**

An afterthought!

**HOMOGENISED
CONCEPTION
OF "COMMUNITY"**

Who is the 'community'?

Have they consented to their inclusion?

What do we mean by the 'grassroots communities most impacted by racism'?

Pressured to:

- disproportionately evidence work
- perform being community-oriented
- position self as outside observer to own community

We weren't taken seriously by government

LOSS OF COMMITMENT POST-2020



comm

VISUAL NOTES
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