

Appendix 1:

Quick overview of the background of the various groups and work that have led to this moment

Appendices

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In response to the recommendations of the [Expert Reference Group on Ethnicity and Covid-19 \(ERG\)](#) and the [Immediate Priorities Plan \(IPP\)](#) 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 to Develop National Anti-Racism Infrastructure \(AIGG\)](#), was established by Ministerial Appointment in April 2022. The AIGG had three main aims:

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

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 linked to inception modelling document.

Future AROS Vision – as proposed by the AIGG

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 is effective and fit for purpose for all communities, especially those who are most adversely impacted by racism.

The Anti-Racism Observatory will be led and co-produced with people from communities most adversely impacted by racism. The Minister ratified the AIGG recommendations November 2023.

The AIGG recognised the importance of future AROS to build strong community links and prioritises lived expertise and co-production in the development of the observatory's research and accountability work. AIGG set out seven strands of work for future AROS [linked here](#).