

The following information was shared at the Scottish Government's stakeholders events held to update about Government's ongoing Race Equality work and its plans until completion of REF in 2030

The Design Advisory Group provided this short update about its work to support the modelling for a future Anti Racism Observatory for Scotland.

December 2024

# The purpose of the future Anti racism Observatory for Scotland

- ▶ One part of national-level oversight infrastructure will be to become the mechanism through which the Scottish Government (SG) and other public bodies are supported, scrutinised and held accountable to deliver genuine and irreversible systemic change.
- ▶ The intention is 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-racism lens.
- ▶ **The AIGG agreed model for AROS work and scrutiny/accountability is community-led in co-creation with people who are most adversely impacted by racism.**

# Overview ambition and reason for Design Advisory Group(DAG) existing

- ▶ The DAG was created through invitation to the outgoing AIGG to support the SG to sustain and build from the work developed by the AIGG during an interim.
- ▶ The interim occurred because of the timescales created by public procurement of an independent host organisation for the future AROS.
- ▶ Overarching ambition within the interim has been to begin to flesh out, establish and in some areas implement the processes determined by the AIGG.

# What sort of expertise is in the DAG

- ▶ Membership comprises of individuals with knowledge and expertise of anti-racism, community development, employment processes, governance, organisational development and policy-influencing.
- ▶ It includes those with experiences of intersecting marginalisation(s), and the realities of systemic racism and expertise.
- ▶ It has taken into account the need to ensure continuity and institutional memory from the Antiracism Interim Governance Group (AIGG).

# Moving the dial ( a little) on anti racism practice in preparation for future AROS

- ▶ DAG have developed and implemented (building from the work of the AIGG) a properly resourced model of anti racism community engagement, from which the work of future AROS can build.
- ▶ A model for resourced community engagement which recognises the lived and learned expertise of people across Scotland adversely impacted by systemic racism
- ▶ A model that recognises that HOW people are brought together to talk about systemic racism needs to mitigate and address systemic racism.
- ▶ A model that respects the enormity of the ask, acknowledges the harm, the individual and community distress within these conversations that have to be shared in order to begin to develop and hold to account the systems that create and uphold systemic racism.

# DAG maintained a determined focus on delivering the recommendations from the AIGG

- ▶ to build inception modelling to support launch of the future organisation:
- ▶ Support the procurement process to establish an independent host
- ▶ Build anti racism embedded community engagement processes to support future AROS at its inception
- ▶ Recruit the expertise to begin to establish the foundational aspects of the interactive digital library and a future communication strategy.
- ▶ This programme of work has successfully been undertaken.



# What we know...

- ▶ Building anti racism infrastructure on any scale is difficult – building national level work to address systemic racism can be dangerous and unnerving.
- ▶ the individual, organisational and systemic racism that has come towards this work and the people doing it has been unprecedented
- ▶ DAG will hand over to future AROS an anti racism safeguarding approach built from what DAG have learnt in order for the future host and future AROS to protect the work and those that seek to continue the struggle to address systemic racialised inequality


# Risk to the work as it builds...

- ▶ Apart from lack of safety when doing this work.
- ▶ How this work is communicated to people and organisations is the biggest risk - the “race” equalities landscape is littered - with frustration, misinformation, anxiety, power differential, power grabs and years and years of efforts not producing positive sustainable effective change in people’s lives– that reality must not land on those seeking to build a different model.

**Please note:** there were considerable risks from the communication vacuum created by the delays to SG engaging with its stakeholders

- ▶ AIGG asked for stakeholder events to take place in June 2023
- ▶ DAG asked for stakeholder events to take place March 2024
- ▶ DAG asked for stakeholder events to take place Summer 2024
- ▶ DAG asked for stakeholder events to take place Autumn 2024





Next steps... a rapid evaluation of what people reported is ongoing – but it is clear that future AROS must indicate and evidence from inception how future AROS is establishing community co production , power sharing and decision making or there will be no trust in future AROS.