



Anti-Racism Workshop

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What would you like out of the session today?

Scan the **QR code** for Mentimeter or enter code **6727 5340 on menti.com**



About CEMVO Scotland

Council of Ethnic Minority Voluntary Organisations

- National Intermediary and Anti-Racist Network Charity
- Database network of over 500 EM organisations throughout Scotland
- Strategic partner of Scottish Government's Equality, Human Rights and Inclusion Directorate
- Aim to build capacity and sustainability of ethnic minority (EM) voluntary sector & communities.
- Projects include:
 - Social enterprise support
 - Capacity building / funding capacity
 - Environment networks
 - **Race for Human Rights programme:** consultancy, community engagement, and influencing policy



Aims and Objectives

Aim: Empower participants and organisations to be anti-racist and to be effective allies

Objectives:

- Refresh on human rights and anti-racism key principles
- Develop tools for change through spheres of influence and practising an anti-racist mindset
- Identify the scope and purpose of an anti-racism resource and the key themes to achieve our outcomes

Output: **Co-create an Anti-Racism Guidance to aid voluntary health sector organisations**

Group Agreement



For any technical issues, please inform us through the chat function.

For connection issues, you can leave and rejoin.



All conversations must have **dignity and respect** at its core. Foster a safe space for everyone to speak up and seek solutions together.



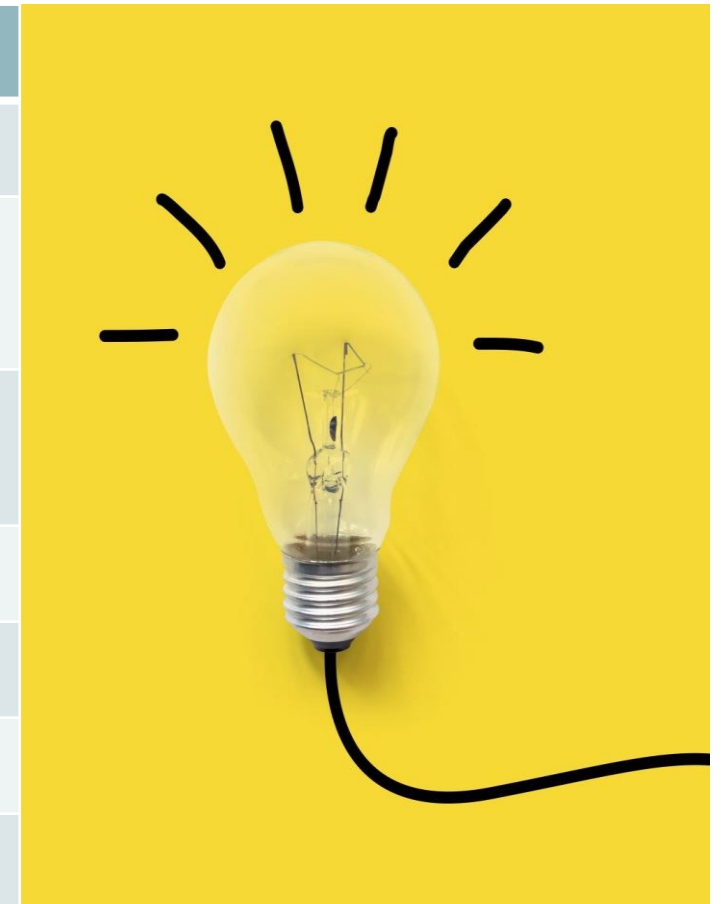
Content warning: acknowledge these thoughts/feelings, why you have them and talk about it.



If a different subject comes up during our discussions, then we will **'park'** that.

Agenda

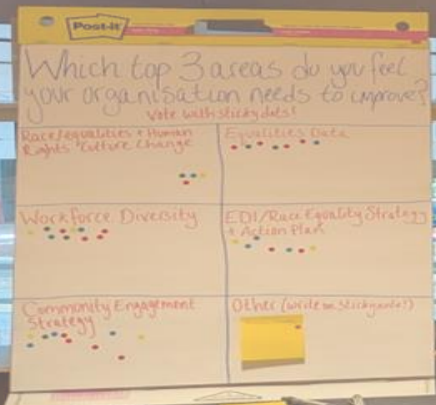
Time	Activity
13:00 – 13:15	Welcome and setting the scene
13:15 – 14:00	Refresher on key concepts and tools for change
14:00 – 14:10	Intro to creating anti-racism guidance
14:10 – 14:20	Break
14:20 – 14:45	Case study discussion
14:45 – 15:20	Sailboat activity
15:20 – 15:30	Next steps, evaluations and close



Engagement at the VHS annual conference 2025

Top areas people felt their organisations need to improve on the most:

- Workforce and volunteer diversity
- Community engagement strategy
- Equalities data
- Race/equality strategy & action plan




 Strengthening Communities
 Tackling Inequalities

Reflections from the trainings so far

Collecting and
using data

Effective,
clear, up to
date policies

Internal +
external

Applying a
HRBA

Accountability

Prioritising +
Resourcing

Refresh on Key Concepts

What do these terms mean?

*Feel free to raise your hand or
use the chat function*

1. Anti-racist vs not racist

2. Microaggressions

3. Implicit bias

4. Privilege & Intersectionality

5. Allyship

6. Human Rights

1. Anti-racist vs not racist

- Anti-racism → Race Equality
- Being not racist does not mean you are not racist. Anti-racism involves proactive, equitable steps. To be anti-racist, it's also crucial to understand where racism stems from and how it manifests today.



2. Microaggressions

- “Microaggressions are the everyday slights, indignities, put-downs and insults that members of marginalised groups experience in their day-to-day interactions with individuals” ([Sue et al 2019](#))

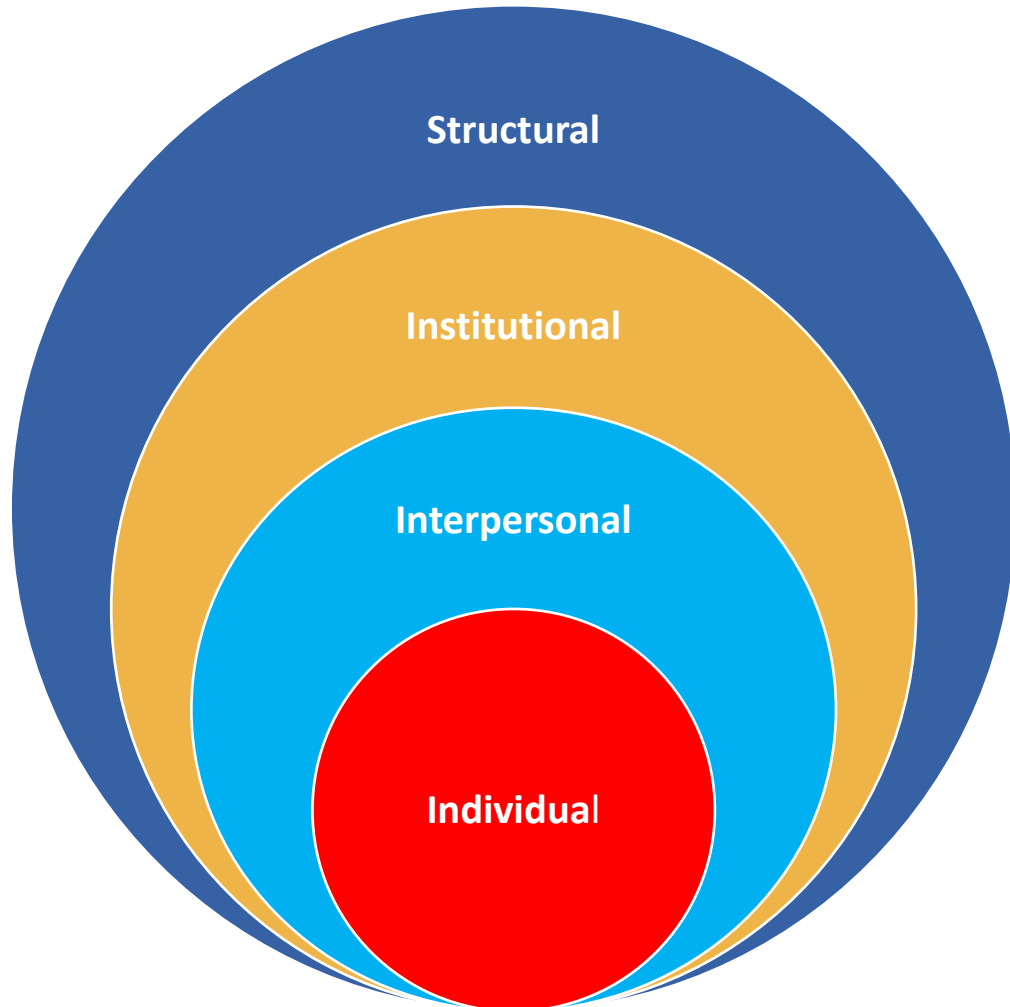


3. Implicit bias

- Implicit biases are unconscious in that we are not aware of them, but they shape how we understand and interact.
- Racial bias manifests as stereotyping and discrimination. The onus is on each person to unpick their implicit biases.



How does racism manifest in the health sector?



General Examples

Structural

e.g. racialised health inequalities

Institutional

e.g. bias in recruitment practices

Interpersonal

e.g. microaggressions, racial slurs

Individual

e.g. assuming someone's capabilities based on perceived race

Promote an Anti-Racist Mindset

1. Develop our own understanding

- Do you 'see' the racial structure in your organisation?
- Can I navigate between an 'innocent' intention and articulate the racialised impact on the colleague?
- Am I able to understand the situation/policy/process through a racial lens?

2. Determine our spheres of influence

- Determine where you can influence/have an impact.
- Where is the power balance, in whose favour and why?
- What is my position and racial privilege in this situation?

3. Display values of anti-racism

- Is the appropriate terminology being used to describe the type of racism someone is experiencing?
 - Am I taking into consideration current events that have affected this (ethnic minority) person's life?
 - Is there racial trauma that I should be mindful of?
-

A Human Rights Based Approach

This means putting the national and international human rights standards at the heart of our policies, processes and practices.

Participation

- People should be involved in decisions that affect their rights.

Accountability

- We should monitor how people's rights are affected.
- There should be remedies available when things go wrong.

Non-discrimination + Equality

- All forms of discrimination should be prohibited, prevented and eliminated.
- People with the most barriers to having their rights realised should be prioritised.

Empowerment

- People should be supported to understand their rights and claim them.

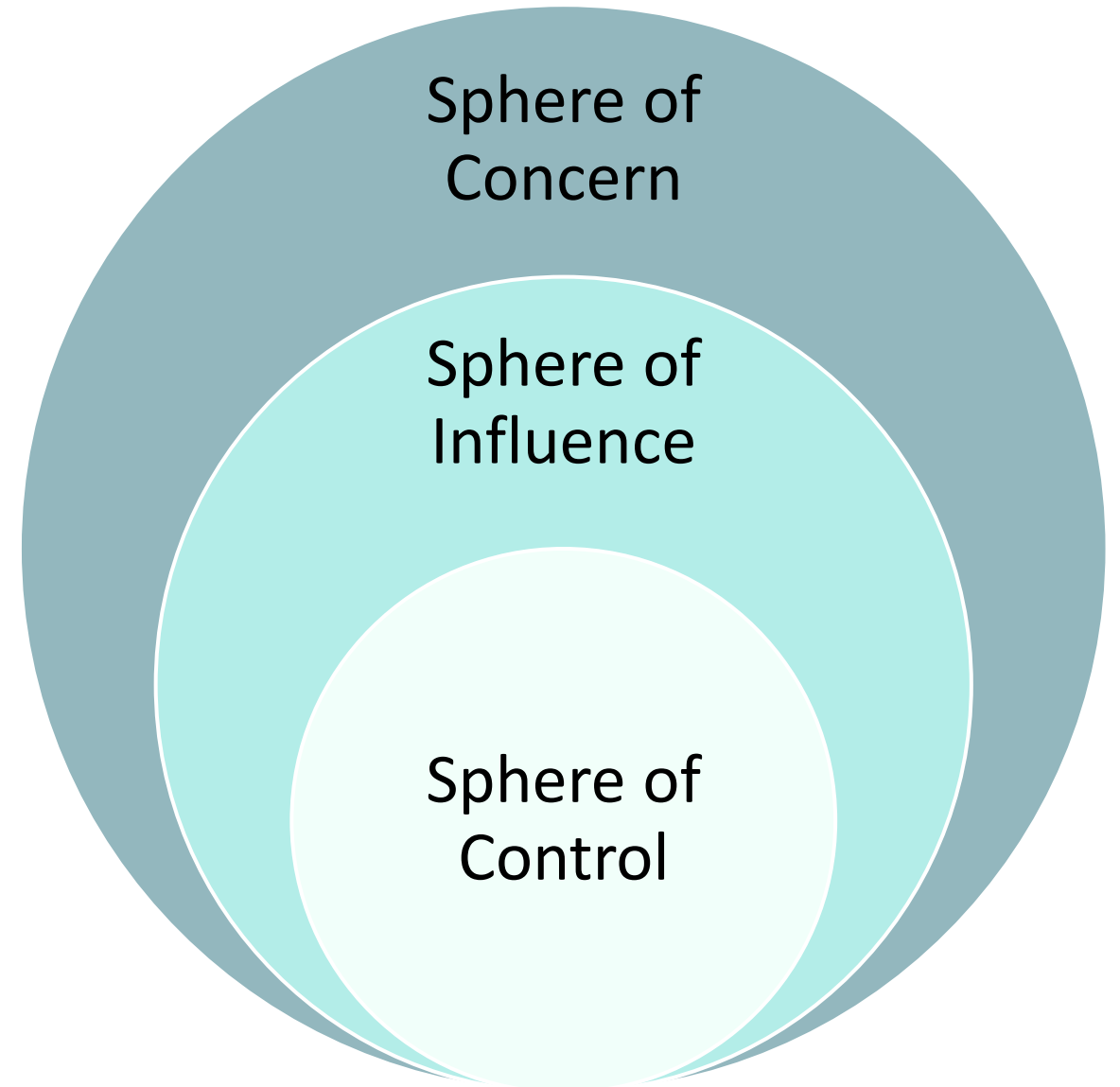
Legality

- We should base our approach in legal rights which are in domestic and international law.

Sphere of Control – direct impact.
Based on what we think, what we say, and what we do.

Sphere of Influence - able to affect but not directly control.
Inspire passion and drive in others to achieve shared objectives and goals.

Sphere of Concern - cannot control or influence. Be mindful but focus on work and actions.



Types of guidance

Type	Activity
Charter	Includes formal, actionable commitments that organisations pledge to implement. They can be internal, or available for multiple organisations to sign up to.
Toolkit	Provides practical advice on how to go about implementing an anti-racist approach, with clear steps and learning activities.
Good practice guide	Contains case studies and good practice examples. Shows how an anti-racist approach is applied in realistic scenarios.
Terminology	Provides context for different terms used in anti-racism or EDI work, sometimes accompanied by an organisational stance on which terms staff should use.
General anti-racism guide	Provides a framework for implementing an anti-racist approach in a specific area or sector. Can include elements of any of the above formats.

What makes a good anti-racism guidance document?

- ✓ **A clear vision, purpose and objectives: who, what, why, how?**
 - ✓ **Outline the organisation's stance on anti-racism, linked with your equality strategies**
 - ✓ **Applying a human rights based approach, e.g. using the PANEL principles ([Watch our PANEL video series](#))**
 - ✓ **Case studies/scenarios & practical steps**
 - ✓ **Clear and consistent terminology**
 - ✓ **Signpost resources and points of contact**
 - ✓ **Anything else?**
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Break

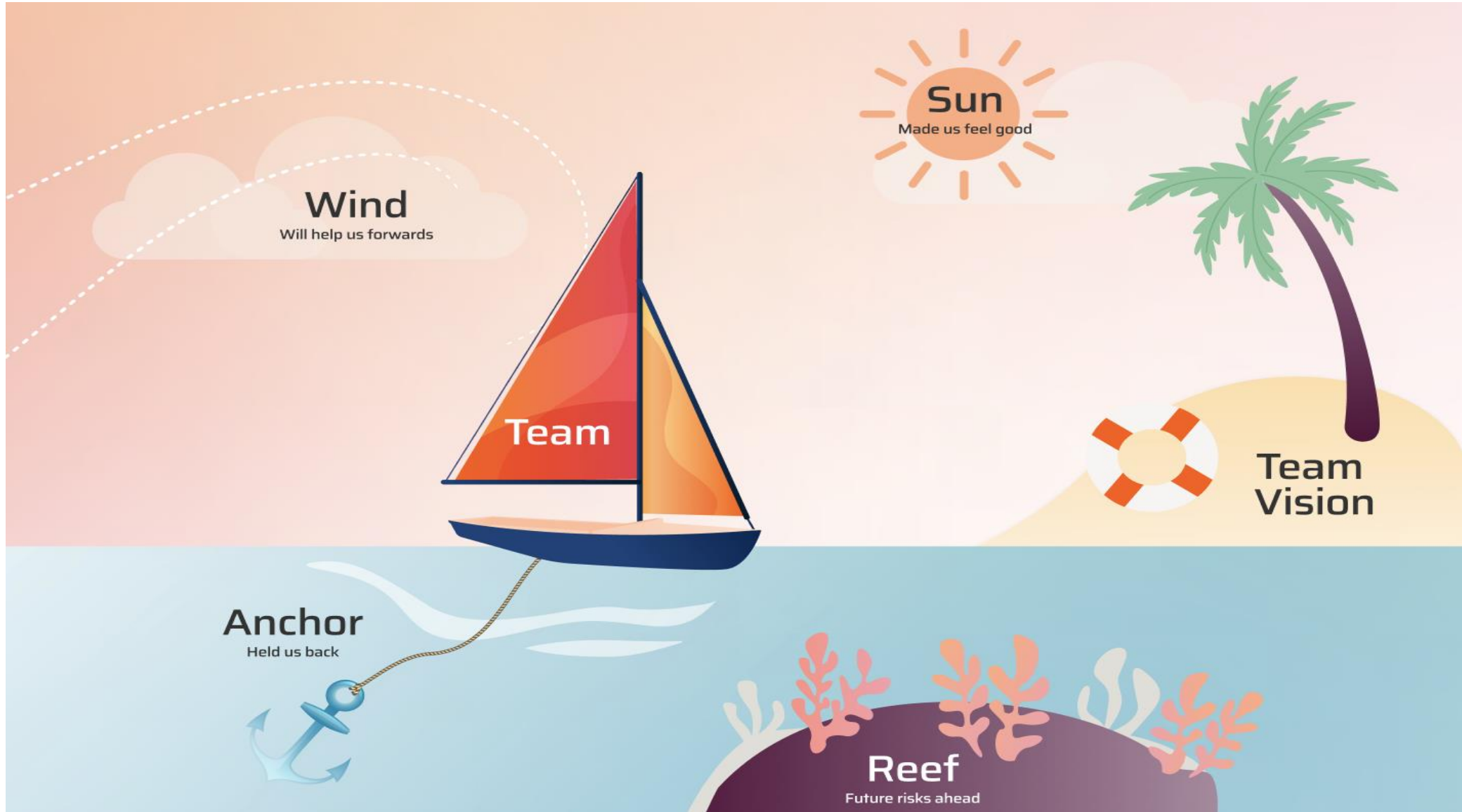




Case study: Colin's Story

*How would we
apply an anti-
racism resource?*





Sailboat Activity



1

Where are we now?

What inequalities do we see in the sector?

What challenges do we have implementing anti-racism?

What should we continue doing?



2

Ideal world

What would an anti-racist voluntary health sector look like?

What key principles are we aiming to uphold?



3

How can we get there?

What support do we need to improve?

What resources, knowledge and learning would help us progress?



Looking after yourself



Contact us:

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One of the aims of our Race for Human Rights programme is to help public and third sector organisations better understand how to integrate equality and human rights into their strategic planning and day-to-day functions.

We would appreciate if you could complete this short survey to feedback to our funders and evaluate our services.

**CEMVO & VHS Anti-Racism
Workshop 09.06.26**

