



Anti-Racism Training

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What would you like out of the session today?

Scan the **QR code** for Mentimeter or enter code **6211 4358 on menti.com**



About CEMVO Scotland



- Intermediary, Anti-Racist and Network Organisation
 - Database network of over 600 EM organisations throughout Scotland
 - Strategic partner of Scottish Government's Equality, Human Rights and Inclusion Directorate
 - Aim in building capacity and sustainability of ethnic minority (EM) voluntary sector & communities.
 - Projects include:
 - Social enterprise support
 - Capacity building
 - Paid Work Placement and Employment Support for EM individuals
 - Funding Capacity
 - Environment networks
 - Gather evidence to provide supportive services and strategic input to public, statutory and government bodies.
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Aims and Objectives

Aim: Participants understand how to progress anti-racism in voluntary health organisations

Objectives:

- Increased knowledge and understanding of key concepts in anti-racism
 - Increased confidence to be an effective ally
 - Identifying anti-racist actions to implement in their role
-

Ground Rules



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

- 14:00 – 14:10** Welcome and introductions
- 14:10 – 15:00** Anti-racism training
- 15:00 – 15:10** Break
- 15:10 – 15:15** Introduce scenarios
- 15:15 – 16:00** Group Discussion
- 16:00 – 16:10** Feedback from group discussion
- 16:10 – 16:20** Anti-racism guidance
- 16:20 – 16:30** Wrap up, evaluations and close



Racial Inequality and Health in Scotland/UK

Black women in UK are 2.3 times more likely to die in pregnancy or childbirth

48.4% of Black women were perceived as of risk to themselves and others compared to 33.8% of white Scottish women

South Asian people are almost twice as likely to develop heart disease

African men are twice as likely to be diagnosed with HIV at late stage

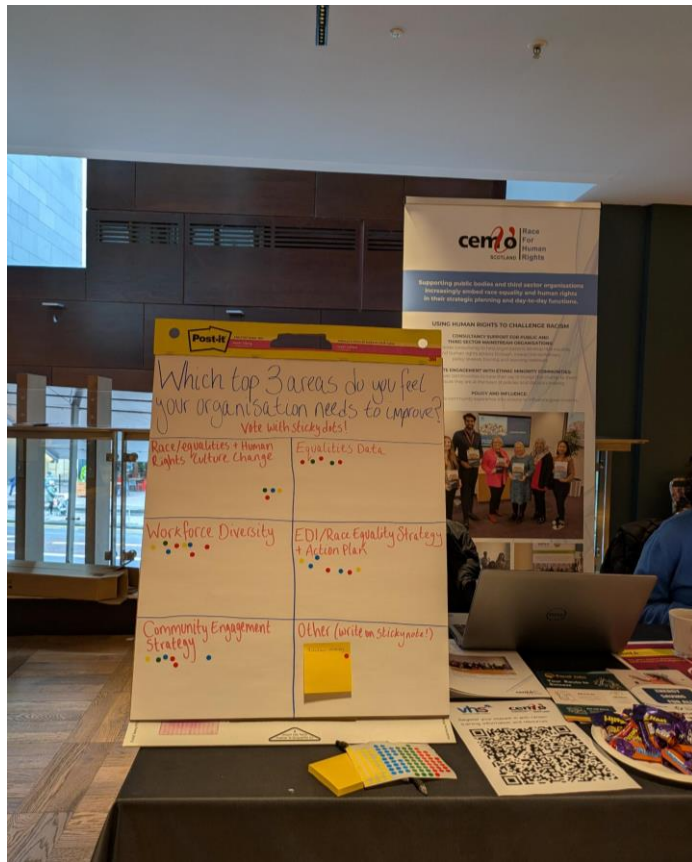
EM families are twice as likely to live in poverty and 60% more likely to live in the most deprived areas of Scotland.

Engagement at the VHS annual conference 2025

Which top areas do you feel your organisation needs to improve on the most? (sticky dot voting)

Prevalent themes:

- Community engagement strategy
- Workforce and volunteer diversity



Further feedback from VHS conference attendees

What key challenges does your organisation have in tackling racialised health?

“Lack of knowledge about alcohol and drug use in different communities”

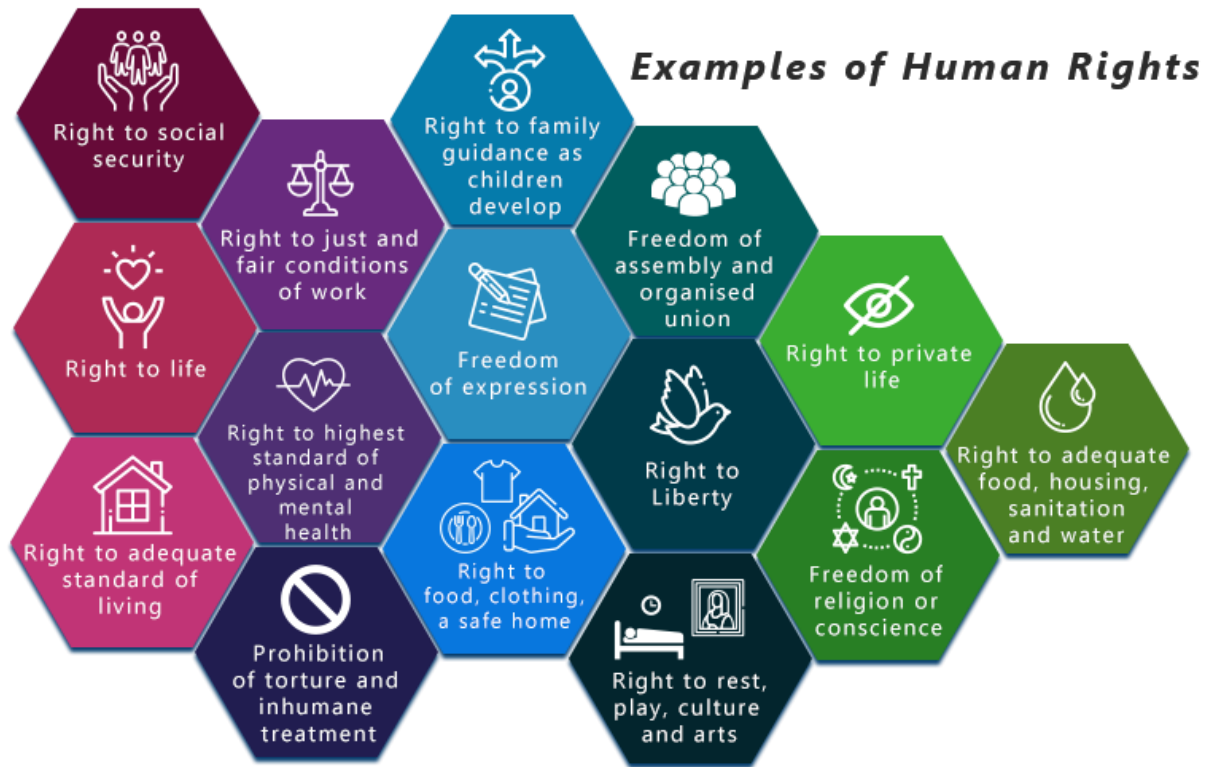
“Generational differences”

“Patchy data collection on equalities”

“3 out of 4 women we surveyed had an issue with interpretation in maternal services”

“Lack of relationships to engage with ethnic minority communities with higher risk of certain illnesses e.g. Black men and prostate cancer”

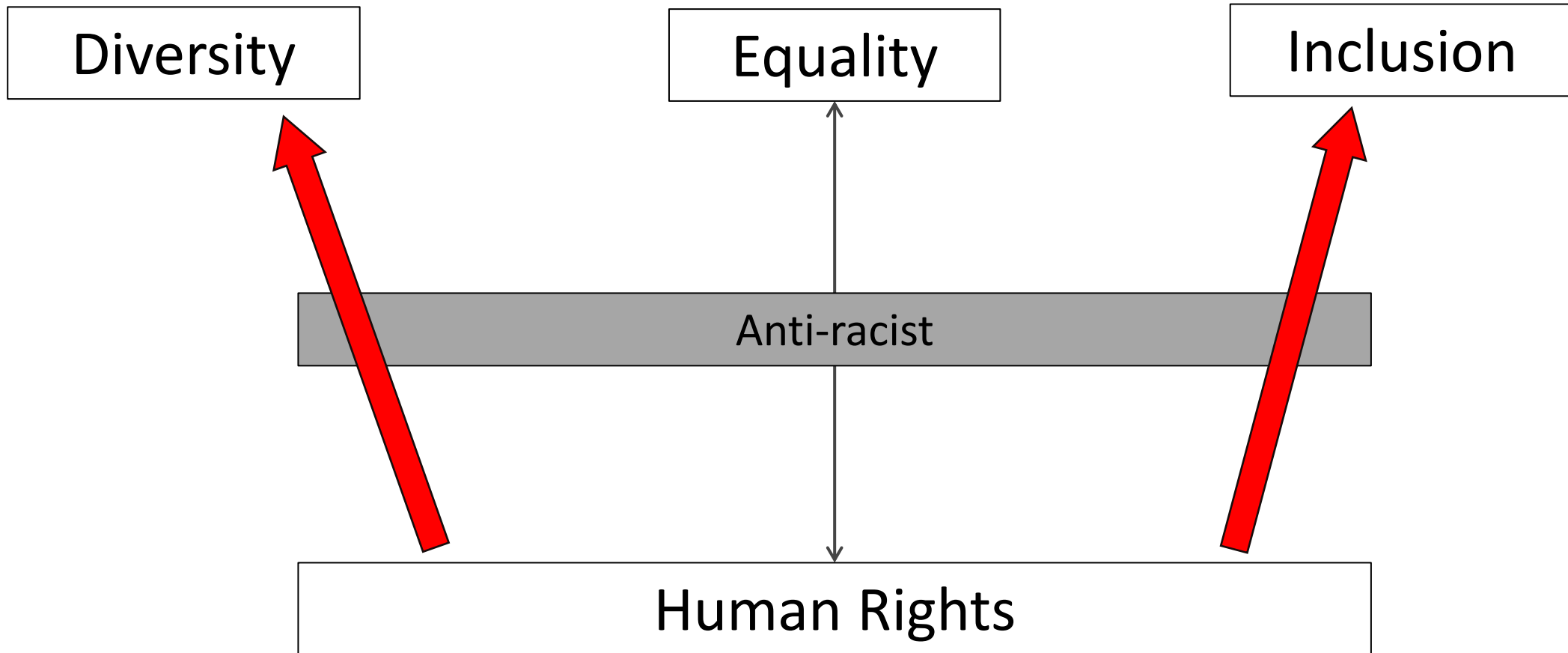
Human Rights and Equality



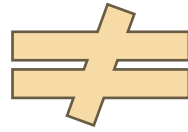
Protected Characteristics

- 1 Age
- 2 Disability
- 3 Gender Reassignment
- 4 Marriage and civil partnerships
- 5 Pregnancy or maternity
- 6 Race
- 7 Religion or belief
- 8 Sex
- 9 Sexual orientation (Gay, lesbian or bisexual)

Human rights are the floor, not the ceiling.



Anti-racism



Race Equality



Being not racist, does not mean you are anti-racist.

To be anti-racist, it's crucial to understand where racism stemmed from ...

- Sociological concept enforced by West based on their own self-constructed superiority.
- 'New World' ideologies promoting justifications for slavery and control: 'civilised' vs 'savage'/'barbaric'
- Atlantic Slave Trade, Commonwealth, British Empire

<u>West</u>		<u>East/South</u>
Clean		Dirty
Civilised	V	Uncivilised
Educated		Illiterate
Capitalist		Socialist

Unconscious or Implicit Bias

Bias is an inclination or predisposition towards or against something.

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 individual to unpick their implicit biases



Micro Aggressions

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 who are often **unaware** that they have engaged in an offensive or demeaning way.

“Where are you from?”

“Where were you born?”

“You speak good English.”

“Can I touch your –hair?”

How do we be anti-racist? It’s to understand the intention and impact of microaggressions through:

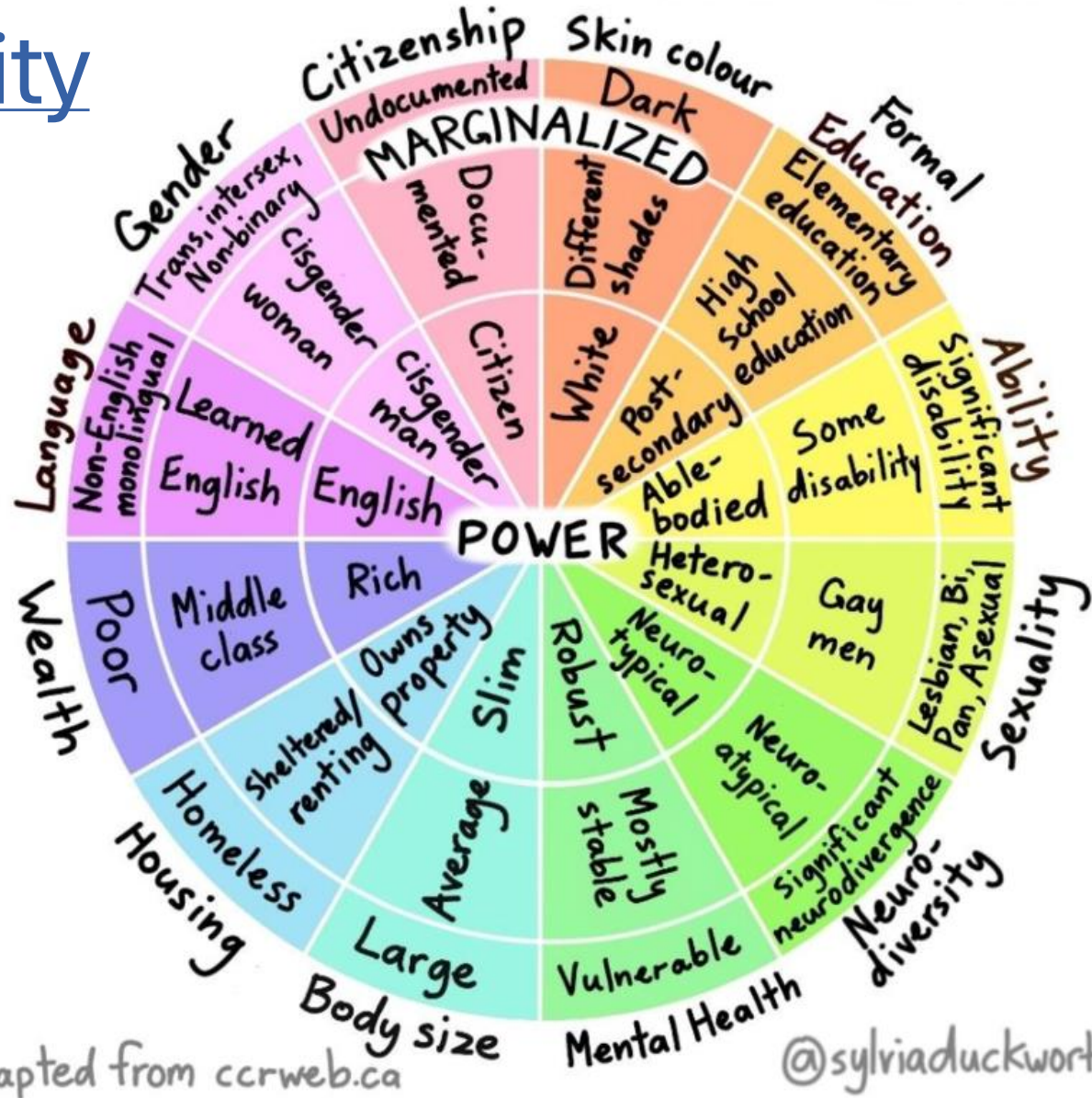
How we talk about race

Debunking myths

Being an active bystander/interventions



Intersectionality and privilege



Adapted from ccrweb.ca

@sylviaaduckworth

Multiple identities



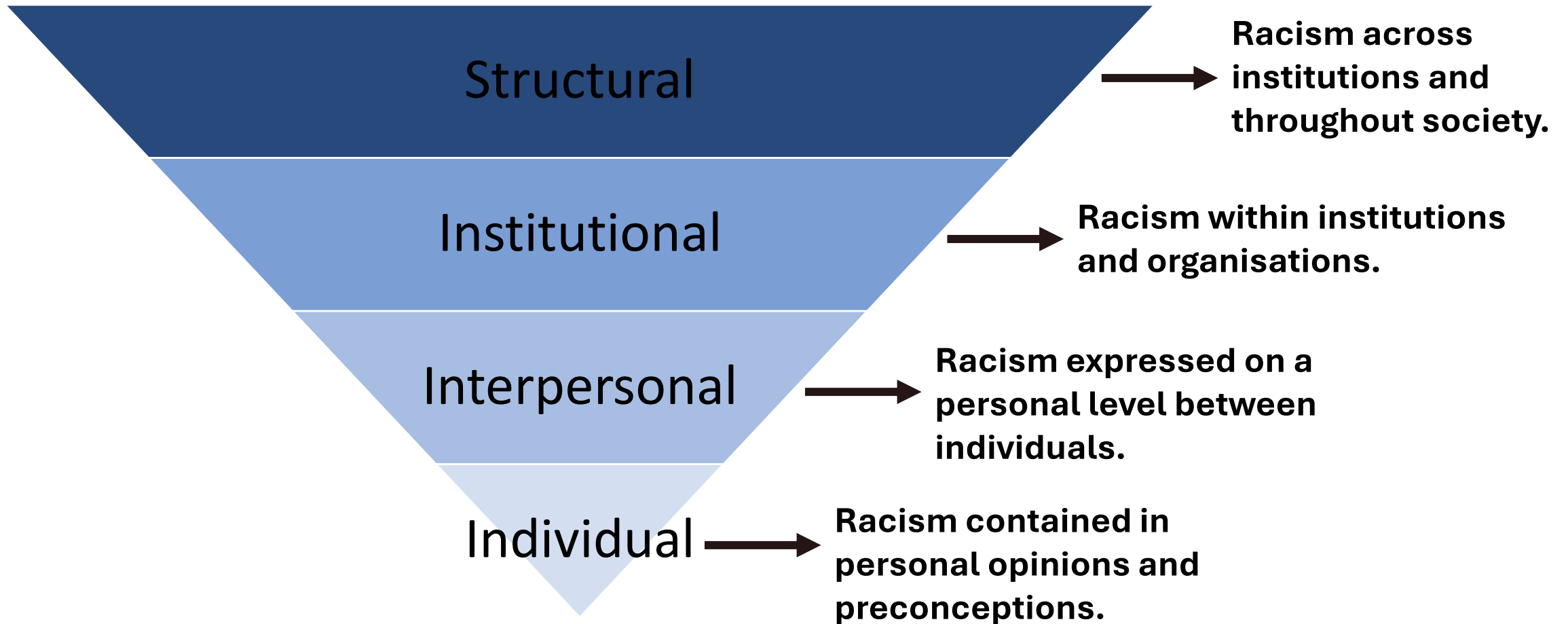
Power structures



Unique forms of privilege / oppression



Racism at different levels



Allyship as Individuals

Recognise

Challenge

Engage

Listen

Educate

Champion

Allyship as an Organisation

Lead by Example: Demonstrate commitment to allyship through your actions and behaviors.

Provide Training and Education: Offer resources and workshops to enhance employees' understanding of allyship.

Promote Open Dialogue: Foster a safe space for discussions on diversity, equity, and inclusion.

Recognise and Reward Allyship: Acknowledge and celebrate employees who demonstrate allyship behaviours.

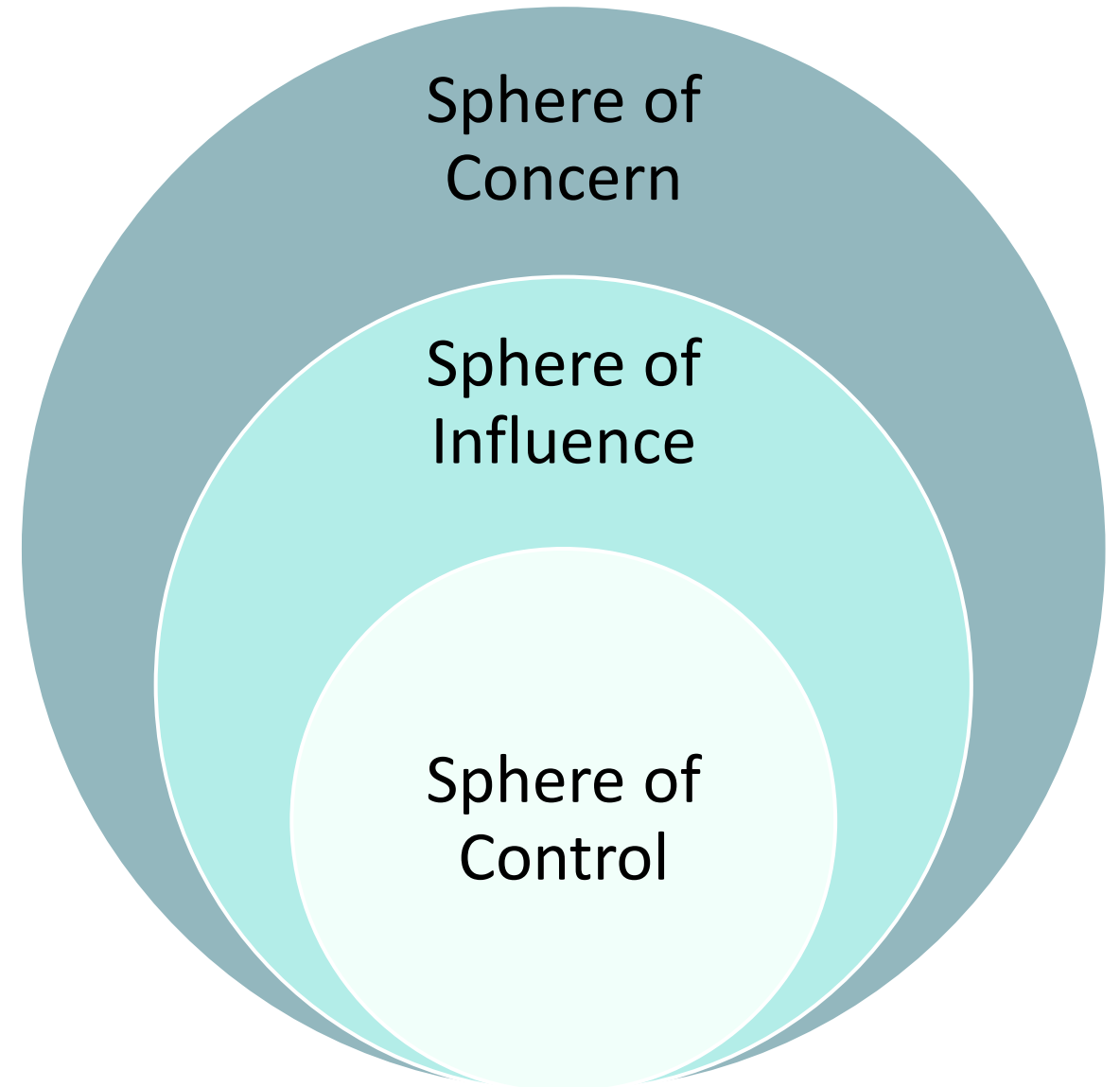
Embed Allyship into Policies: Ensure organisational policies reflect and enforce principles of diversity, equity, and inclusion.



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.



Break



Scenario Discussions



- 15 minutes each to discuss scenarios on handouts
- Nominate a **note taker** and a **representative** to share feedback on key points
- As you discuss, keep in mind the anti-racist principles we have covered in the training



Scenario 1

Organisation X supports people affected by drugs and alcohol. They are working on increasing their workforce diversity, especially after their only ethnic minority staff member left. In their exit interview, they disclosed that they didn't feel supported and "didn't feel like they could fit in with the culture".

As a result, organisation X recognises the need to increase their staff diversity and improve their cultural competency. However, progress is slow and this is not prioritised due to a lack of resources.

Scenario 2

Organisation Y would like to increase their engagement with ethnic minority families, children and young people in promoting awareness of obesity, healthy eating and leading an active lifestyle. There is a lack of ethnic minority representation in the communities they engage with, and they recognise their workforce isn't diverse either. They try to further promote on their social media platforms and reach out to different networks and organisations. However, this proved to be difficult.

Scenario 3

Omar is a young Black man who has been accessing mental health and wellbeing support with you at Organisation Z. When you don't see him for a while, you are surprised to learn that he has been detained under the Mental Health Act. When he is released, he and his sister tell you that they feel he has received racist treatment. The decision to detain him included his 'aggressive' behaviour and that he posed a threat to others. His sister says he was agitated but not aggressive at the time, however he says he became increasingly stressed through hospital processes where he didn't feel heard.

A Few Resources...



Glasgow Centre for Population Health

<https://www.gcph.co.uk/our-work/1269-racialised-health-inequalities>

Coalition for Racial Equality and Rights

<https://www.crer.org.uk/what-is-racism>

Public Health Scotland

<https://publichealthscotland.scot/media/23985/human-rights-and-the-right-to-health.pdf>

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.

Anti-Racism in Voluntary Health Organisations Training (2)

25/02/26



References

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