Cllr. Susan Aitken 9/06/2022

Leader of the Council

City Chambers

George Square

Glasgow G2 1DU

CC:

Cllr. Christina Cannon

Convener of Education, Communities and Equalities,

**Race Equality in Glasgow**

Dear Cllr. Aitken,

I am writing to you on behalf of the Glasgow Voluntary Sector Race Equality Network (GVSREN) to offer our sincere congratulations on your success in the local elections, and to express our support for your commitment to tackling issues of racism and discrimination during the coming term.

GVSREN has been in existence for over 20 years and has member organisations from across the city who represent a diverse mix of communities and interests. GVSREN is a forum to promote race equality, rights and social justice and serves as a platform through which voluntary and community groups led by or working with people from minority ethnic communities can network, share concerns, raise awareness, and develop a coherent and strategic voice for race equality in Glasgow.

We were delighted to see a strong commitment to embedding social justice and working with equalities organisations in the SNP manifesto for Glasgow. We share your aspiration that the equality and human rights of all Glaswegians should be respected and protected and that the barriers of structural discrimination in our society and institutions should be dismantled. We also welcome the recent apology issued for Glasgow’s role in transatlantic slavery by you at a full council meeting on the 31st of March on the back of the publication of the Glasgow Slavery Audit. We hope that this apology marks the beginning of wider actions that address the legacies of slavery and colonialism in Glasgow.

In advance of the local election, GVSREN members developed a list of key priorities for race equality in our city. We have established these priorities to help us collaboratively move forward in discussions and work with colleagues in the public sector, principally Glasgow City Council and the Community Planning Partnership.

These priorities include the following:

* Ensure that poverty actions plans consider the role of race and ethnicity in addressing disproportionate poverty rates for minority ethnic individuals.
* Take action to ensure processes such as recruitment are fair, including setting targets for minority ethnic representation and developing positive action measures.
* Support organisations with racial equality expertise to deliver early intervention practices and anti- prejudice interventions for the perpetrators of hate crime and racist bullying, including through local youth groups.
* Better address racist incidents in schools by advancing school-level reporting, ensuring a consistent approach to addressing racist incidents in schools for teachers and pupils, and improving school initiatives to tackle and prevent racist incidents.
* Ensure that Council Family services meet the needs of newer migrants, including through practical ESOL and literacy and numeracy provision, specialist employability support and access to high quality interpretation services.
* Establish ways to tackle issues of poor housing and overcrowding which
disproportionately affect some minority ethnic communities in Glasgow.
* Ensure Scotland’s Black History is embedded in the education environment and curriculum within Glasgow’s schools through the Curriculum for Excellence.
* Conduct more robust and effective Equality Impact Assessments, involving minority ethnic communities.
* Re-instate face-to-face racial equality training for staff and councillors and ensure that this training is evaluated robustly.

After the 2017 election, we raised a similar list of priorities. While some progress was made in the last administration on race equality issues in Glasgow, the fact that we are again calling for more progress to be made equality in key areas such as education, poverty, and racial bullying highlights that the progress made on racial equality in recent years by Glasgow Council could be improved further.

We would welcome the opportunity to discuss these race equality priorities with you and your council colleagues, and hope that we will be able to work closely together in the coming years to make Glasgow a fairer, more equal city for all minority ethnic communities.

Kind regards,



Nelson Cummins

Communities and Campaigns Officer,

Coalition for Racial Equality and Rights (CRER).

(CRER act as secretariat for GVSREN)