

Newsletter



Network News:

It has been a busy few weeks as we have had a lot of interest in members joining our Steering Committee – thank you to all who have been in touch.

In March, the Race for Human Rights team at CEMVO Scotland were proud to attend the Scottish Governments Hate Crime Strategy Launch, to which they have contributed through a series of grassroots-led consultation events. By taking a human-rights and trauma informed approach, we recorded 60 responses from ethnic minorities across Scotland and recorded the following results:

21% of attendees we're not sure what hate crime looks like.

62% experienced hate crime in the past **five years**, with **eight** people **not being sure** if what they experienced was hate crime.

Of those who experienced hate crime, **50% did not report it.**

91% of responses indicated that **no support** was received from organisations such as Victim Support Scotland.

64% of people did **feel safe** in their community.



Thank you **Tina & Onyinye** for joining as our lived experience guests, and **Christina McKelvie** in her previous role as Minister for Equalities.

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Network News Continued

From Network member, Samina Ansari:



"Volunteering Matters recently launched its first equity, diversity, inclusion and anti racist approach, with a primary focus on 2 protected characteristics, disability and race.

With this in mind, we accessed fully funded support through Apt who are committed to supporting organisations to reduce the disability employment gap by 2030. Apt paired us with a disability specialist organisation, Into Work, who worked closely with us over a period of a couple of months taking a deep dive into a range of our business areas such as organisation culture, attraction recruitment, progression and performance management. This was then followed by a report with recommendations and an opportunity to access further practical support such as training.

We're still working with Apt and would encourage any organisations that are looking to be more inclusive to reach out to Amrit Bedi, Development Manager at Apt Amrit@susescotland.scot. I've also attached the employer guide for further info and am happy to have a conversation if anyone would like to find out more from an employer perspective."

Meet Mona, supporting the Network through CEMVO Scotland



"My academic background is BA (Hons) International Marketing, I have been working in the third sector over the last six years working on various programmes supporting and building capacity within ethnic minority communities across Scotland.

Recently, I delivered 'Steps into Employment' programme through CEMVO Scotland, to empower ethnic minority women into employment. This was by building their skills and knowledge on developing CVs, job search, completing job applications and interview techniques. I also organised sessions on confidence building, time management and goal setting this would capacity build the women into managing a personal and professional lifestyle.

I noticed common issues women faced while looking for employment; lack of experience, language barriers, digital/IT skills and at times childcare issues would impact their chances of working full time or required working pattern of the company as not all companies have a flexible working policy.

The advice I would give to women is to build their skills in the field of work. This could be through building experience by volunteering with charities and organisations, learning the English language through ESOL classes. There are various programmes that offer free classes and learning basic digital/IT skills that would benefit them in gaining employment."

Network News Continued

The UK Asian Film Festival (UKAFF) is celebrating its **25th Anniversary** this year from **4th - 14th May**, with the theme **"Celebrating Our Stories"**.

The UKAFF Glasgow tour coordinator, actor and presenter, **Atta Yaqub** and board member, **Dr Alina Mirza** are delighted to bring you:

Kamli (2022)

Director: Sarmed Sultan Khoosat

Cast: Saba Qamar, Sania Saeed, Hamza Khawaja

Language: Urdu with English subtitles

FRIDAY 5TH MAY, 6PM GMAC



Chalti Rahe Zindagi

Director: Aarti S Bagdi

Cast: Seema Biswas, Siddhanth Kapoor, Manjari Fadnis

Language: Hindi and English with English subtitles

SATURDAY 6TH MAY, 3.30PM AT GMAC

TICKETS WILL BE ON SALE SOON. PLEASE CHECK THE FESTIVAL WEBSITE FOR FURTHER DETAILS:

[HTTPS://WWW.TONGUESONFIRE.COM](https://www.tonguesonfire.com)

VENUE: GLASGOW MEDIA ACCESS CENTRE (GMAC) 103 TRONGATE, GLASGOW, G1 5HD

Over the last 25 years, UKAFF has been a force to champion **South Asian female-centric** cinema and celebrate women in film – both behind and in front of the camera. A festival helmed by women and feminist allies, its programmes have annually sought to disrupt the patriarchal status quo and initiate challenging conversations in its mission to advocate and promote gender equality in cinema.

The **'Celebrating Our Stories'** theme of the festival's silver jubilee year will present a curation of film stories centring on the British Asian experience – **redefining** and **reimagining** one's roots and dreams in a foreign land – and will **celebrate the individuality and uniqueness of trans generational, South Asian migrant stories**.

About SMEWN

The Scottish Minority Ethnic Womens Network (SMEWN) has been developed by CEMVO Scotland in order to address the issues of intersectionality and to ensure that women of colour living in Scotland have a voice in shaping the issues that affect them.

Network members are not only ethnically diverse but also, diverse in terms of skills, experience, and knowledge that they bring to the Network, with a mixture of professional and individual women with different needs.

The purpose of the Network is to:

- To develop a Network led by Minority Ethnic Women for Minority Ethnic Women, providing a safe place to discuss the issues that affect them and empowering them to tackle those issues through engagement, support, training and mentoring.
- The vision of Scottish Minority Ethnic Network is to provide a recognised platform for their inclusive participation across the political, social and economic landscape of Scotland.

Please register at <https://forms.office.com/r/F543ENL7N5>

**Do you have something to share in the SMEWN newsletter?
Please email smewn@outlook.com**

To build on the professional networking opportunities of ethnic women in Scotland, follow, like and share our posts on social media platforms (link below):

Facebook: <https://www.facebook.com/Scottish-Minority-Ethnic-Womens-Network-1354244751366726>

Twitter: @SMEWN1

LinkedIn: <https://www.linkedin.com/company/scottish-minority-ethnic-womens-network>

Elevate Your Voice

"We need to control the narrative" and be at the forefront of policy design. But how?

We **Need** **You**

We promote **diversity**, by highlighting the need to have *US* at the table,

We promote **inclusion** by empowering *each other* to use our voices,
and now it's time to **belong**, and use those platforms to *have our voices heard*.



SMEWN have been invited to the
Police Scotland Violence against
Women and Girls Strategy launch on
Friday 21 April at 1pm-3pm



The event is a "Thank You" for our involvement in the development of our Violence against Women and Girls Strategy and an opportunity to show appreciation for our support and collaboration.

WOULD A MEMBER OF THE NETWORK LIKE TO ATTEND?

Please let me know by Thursday 13th April so I can send you the invitation for you to RSVP and inform of dietary requirements.

Please email Farah at smewn@outlook.com

Professional Development Opportunities

WHY ATTACHMENT MATTERS IN SUPPORTING BLACK AND ETHNIC MINORITY FAMILIES

Upcoming courses from Scottish Attachment in Action

Course 1: in Glasgow on 22nd April and 13th May 2023

Course 2: online on six Thursday evenings from 4th May to 8th June 2023

People from black and minority ethnic communities and their families are too often on the edge of services that could offer support. When services are accessed, there can be a lack of understanding of societal power and inequality leading to their voices not being heard and continued 'othering'.

Scottish Attachment in Action (SAIA) has secured funding from the Robertson Trust, to work with people from black and minority ethnic communities and facilitate courses to explore '**Why Attachment Matters**'. The aim is to develop a course, with content co-created with participants, and, at a later stage, to ensure sustainability beyond the funding period by building a network of community facilitators who, with ongoing SAIA support, will share the learning more widely.

The courses, which, initially, will be facilitated by Edwina Grant and Gillian Neish, both trustees of SAIA, will begin with explaining **what attachment is**, the **impact** of insecure attachment and ways to build secure attachment relationships. That understanding will then be used to give participants the opportunity to explore **what attachment relationships mean to them; how their attachment relationships are affected by societal power and inequality; how services can be influenced**; and, most importantly, **what would be supportive in their own lives, their families' lives and in their communities**.

Following a content development day with representatives from Black and minority ethnic led organisations/communities, a pilot course was held online, with six, two-hour evening sessions from October to December 2022. Participants welcomed the opportunity to explore the ways their attachment history and power inequalities impact on their relationships with others and with themselves.

Two further courses are planned as follows:

Course 1

To increase accessibility, this course is being held in person on two Saturdays, 22nd April and 13th May 2023. Each day will be from 10.00 am until 16.00. The venue is The Renfield Centre, 260 Bath Street, Glasgow G2 4JP. Refreshments and travel expenses will be provided and childcare costs met.

Places are free and numbers limited. To book a place, please contact Pauline Munro at saiapaulinemunro@gmail.com by Monday 17th April.

Course 2

This course is being held online via Zoom from 6pm until 8pm on the following six Thursdays, 4th, 11th, 18th and 25th May and 1st and 8th June 2023.

Places are free and numbers limited. To book a place, please contact Pauline Munro at saiapaulinemunro@gmail.com by Friday 28th April.

If you are interested in taking part and would like to know more about the course before booking, please contact Edwina Grant email: edwinagrants@talktalk.net or mob: 07801 387696; or Gillian Neish email: info@neishtraining.com or mob: 07776 188366.

Womens Health Plan 2021-2024 (WHP)



The aim of this Plan is to improve health outcomes and health services for all women and girls in Scotland. There are 66 actions in this plan to achieve over 3 years. These are focused around how to create the conditions for change. **The SMEWN is a member of the lived experience panel.**



ALLIANCE
HEALTH AND SOCIAL CARE
ALLIANCE SCOTLAND
people at the centre

Quarterly Round Up 2023, Jan, Feb, March

Hosted **Conversation Café workshop in January** to explore best practice for building peer support models and encouraging conversations on women's health. Action: created a toolkit for organisations and groups to set up and facilitate their own Cafes. This is being designed and will be available soon.

- Hosted **Periods are normal – but what is a normal period?** webinar to explore common menstrual issues such as heavy bleeding, irregularity, pain and stigma, and why knowing your own period is important to helping you seek support. You can watch the recording [here](#).
- Produced information leaflet with supporting information on periods.

UNDERSTANDING YOUR PERIODS

DR JACKIE MAYBIN

1 in 3 suffer heavy periods at some point in their reproductive life



IMPACT



IF YOUR FLOW STOPS YOU GOING OUT ITS TOO HEAVY
Periods should last days NOT weeks
Periods should be every 24 - 38 days



Can't go to work
Can't go to school
Finance
Learning



Health
- iron deficiency
- anaemia
- blood transfusion

If we don't talk about it - it's hidden



This means less research & therefore less solutions
We need to find the cause in order to find treatment
Your doctor will be able to do some tests to find out what is causing your symptoms & help you find treatments

Everyone's periods are different
If it's impacting your life - talk to your GP

We need to TALK ABOUT PERIODS

Date of last period
Length of period
Any irregular bleeding?

Bleeding after sex?
Bleeding after menopause?
Date of last smear

PERIODS ARE NORMAL - BUT WHAT IS A NORMAL PERIOD?

WHY NORMALISING MY PERIOD MATTERED

ALICE BROOKS



QUESTIONS

BUT
You can bleed heavier on first day or 2
If it impacts your life you can do something about it
If it stops you going to school
It's not always endometriosis
Womb can be getting used to ovulation
Monitor over time
balance

Social media is great BUT make sure you get information from a qualified person
EDUCATION
www.nhsinform.scot/healthy-living/womens-health

Heavy periods are leading cause of anemia

What helps?
fatigue

Can also be other causes - whole person approach

Exercise helps polycystic ovary syndrome
Exercise helps with a regular cycle
Feb 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28

Different levels of hormones through cycle

Perimenopause

ILLUSTRATION BY WWW.LISTENSTHEDRAGONCO.UK

Member of the month



Name: Angie Mwafulirwa

Occupation: Community Development Practitioner

Hobbies/Interests:

Reading, Writing, Watching movies, Singing and listening to music

What inspirational message would you like to share that has contributed to your success?

Refuse to be defined by others, know yourself and be that version of yourself. Keep building yourself up and be the best version of you that you can be.

Maintain that new you regardless. Be unstoppable. Most of all, whatever you become, live your life to leave a mark in the spheres you find yourself.

What will you be remembered for?