

Newsletter



Network News:

The Network held its first Steering Committee meeting, in hybrid fashion, with the purpose of moving the Network forward with initiatives led by grassroots members.

The key points discussed were:

- Structure of SMEWN, ensuring that everyone is involved.
- Terms of Reference for the Steering Committee
- Designing of an evaluation system embedded within in our work.
- Continued support through CEMVO Scotland's Race for Human Rights programme, which is funded through the Equality and Human Rights Fund, administered by Inspiring Scotland.
- Sharing of the "Lessons Learned" report that documented experiences of EM women during the pandemic.



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**Equality and
Human Rights**



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.



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*.

Do you, or anyone you know, work in:

GUEST HOUSES
BED AND BREAKFASTS
HOSTELS
HOLIDAY CENTRES
RESTAURANTS
CAFES
FAST FOOD OUTLETS
TAKEAWAYS
PUBS/WINE BARS
HOSPITALS
RESIDENTIAL HOMES
PRISONS
SCHOOLS
COLLEGES & UNIVERSITIES
LEISURE FACILITIES
TOURISM ATTRACTIONS
NIGHT CLUBS
THEATRES
CINEMAS
FESTIVALS
IN-HOUSE STAFF FOOD
IN-FLIGHT MEALS
FOOD ON A FERRY
CRUISE SHIP



Be a part of the FAIR WORK CONVENTION's INQUIRY into Scotland's hospitality sector.



ANONYMOUS SURVEY



TAKES 10 MINUTES



SCAN AND SUBMIT



Elevate Your Voice

Research: Racially Minoritised Women and Violence Against Women and Girls

The Improvement Service has been commissioned by Public Health Scotland to undertake research on the extent to which the needs of racially minoritised victims/survivors of violence against women and girls (VAWG) are currently met by systems and services across Scotland and where there may be opportunities to strengthen policy and practice to ensure it is more inclusive of women's needs.

Using a range of research methods, we will gather:

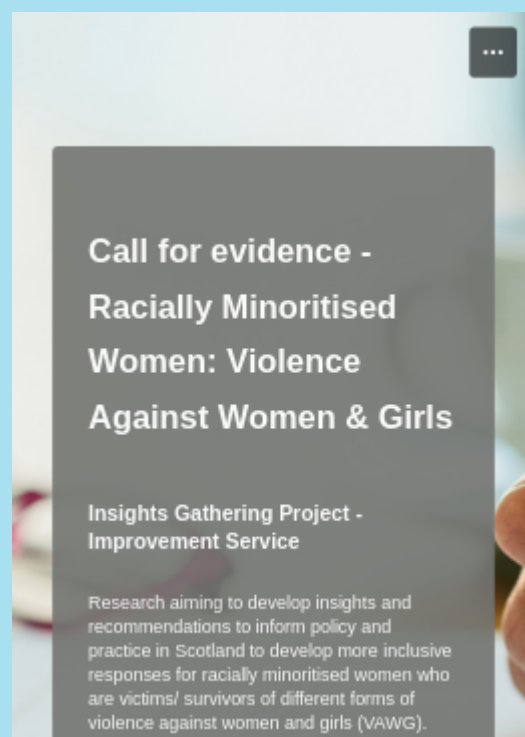
- Insights from a range of VAWG and women's organisations, working with and for racially minoritised women, on a number of key areas around prevention, early intervention, support and recovery;
- Considerations around the responses required from VAWG policy and practice to improve the lives of racially minoritised women and address the inequalities they experience as victims and survivors of violence and abuse; and
- Specific recommendations for how the refresh of the Equally Safe strategy can embed an understanding of what is required to address the systems of oppression that drive VAWG in minoritised communities in Scotland.

We are holding 4 online workshops with a focus on different forms of gender-based violence. We recognise that many racially minoritised women and girls will experience multiple forms of VAWG, therefore at each session, stakeholders will also be encouraged to share any learning about the specific needs and experiences of women and girls who have been affected by multiple forms of VAWG.

Register to attend the workshops below:

- Honour-based Abuse: Thursday 8th June
- Rape and Sexual Assault: Tuesday 13th June
10am – 12pm
- Commercial Sexual Exploitation:
Wednesday 14th June 2pm – 4pm
- Domestic Abuse: Thursday 22nd June 2pm – 4pm

If you have any questions about this work then please contact samantha.keogh@improvementservice.org.uk



Results/Outcomes

As part of a Human Rights Approach, it is crucial to apprise members and contributors to consultations they have participated in. This space will be used to communicate outcomes/results of the input of SMEWN

The report of the Independent Strategic Review of Funding and Commissioning of Violence Against Women and Girls (VAWG) Services in Scotland has been published today.

The report sets out an ambitious, long-term plan to transform VAWG work in Scotland. It includes the legal right to, and guaranteed funding for, minimum core services and compliance with international human rights conventions, which positions Scotland as an exemplar of best practice.

BSL and Easy Read versions of the report's Executive Summary have also been published, alongside a short film which features contributions and insights from women with lived experience of accessing services.

Thank you for your contribution to the report.

Any enquiries should be directed to vawgfundingreview@gov.scot

THE INDEPENDENT REVIEW CONCLUDED AT THE END OF MARCH 2023 AND ITS REPORT ACCOMPANIED BY A SHORT FILM WAS PUBLISHED ON 6 JUNE 2023.



Job Opportunities

JOB VACANCY

🦷🔧 Have you considered a career in dentistry? An exciting opportunity has arisen at our new practice Robertson Dental located in Strathbungo. We are looking for a Student Dental Nurse to join our team where full training will be provided. Follow the link below for more details. Interested? 😊 Please email your CV to robertson.dental@hotmail.com.



APPRENTICESHIPS.SCOT
From Skills Development Scotland

apprenticeships.scot
Modern Apprenticeship: Dental Nurse



AL-MEEZAN WE ARE HIRING

join our team

Are you passionate about working for a Muslim women's organisation?
Join our dedicated team in serving and helping to meet the social & educational needs of Muslim women and children!

Admin Officer Role

- 2x Posts Available
- Part Time Hours
- See Job Description for more details
- Application Deadline 12th June 2023



Send your CV to
zaraharoon.alm@gmail.com
www.almeezan.co.uk




Welcome to **Equal Jobs** by CEMVO Enterprises CIC - the website portal that connect employers to minority ethnic job seekers in Scotland.

Advertise job vacancies, engage with minority ethnic candidates, and receive regular job updates via email.

We are committed to delivering ethnically diverse recruitment that promotes inclusion in the workplace.

equal



Women's Support Worker (Refuge & Follow-on)

- Full time
- £26,000 pa
- Glasgow
- 23rd June 2023

➔ APPLY NOW

www.equaljobs.scot



HR Manager

- Part time
- £40,692 pa
- Edinburgh / Remote
- 19th June 2023

➔ APPLY NOW

www.equaljobs.scot

CEMVO Scotland Update

PAID WORK PLACEMENTS GLASGOW



OPEN FOR ORGANISATIONS AND INDIVIDUALS TO REGISTER THEIR INTEREST

The Paid Work Placements programme will provide up to 90 people facing barriers to employment with the opportunity to work on a paid placement at the Real Living Wage. The programme is funded by Glasgow City Council and delivered by GCVS with our partners Glasgow Chamber of Commerce, Enable Scotland, CEMVO Scotland, and Move On.



HOW DOES IT WORK FOR PARTICIPANTS AND EMPLOYEES?

- The programme is open to Glasgow City residents aged 16 to pensionable age who are not currently working but are eligible to work in the UK.
- Participants must be ready for work but have barriers to employment that make it difficult for them to secure a job independently.
- As an employee on a placement, you'll get valuable experience of work while being paid at least the Real Living Wage (£10.90 per hour).
- To help you get the most out of your placement, you'll also have support, including somebody to help you think about your goals and access any training you need.
- Places in the programme are limited, and we will prioritise people who can benefit the most – people who are ready for work but unable to secure a job.



HOW DOES IT WORK FOR ORGANISATIONS AND EMPLOYERS?

- Placements are open to public, private and third (or voluntary) sector employers in the city. At least 50% of the posts will be in the third or voluntary sector.
- Placements are limited, and we will prioritise organisations that can provide a quality placement opportunity and where there is a high chance of the employee sustaining employment at the end of the programme.
- There is also a £250 allowance for the employee to undertake relevant vocational or industry-specific qualifications.
- Employers will also receive support from partners with the candidate's recruitment and any adjustments necessary for the employee to engage in work.



INTERESTED?

Get in touch to find out more

mona.awan@cemvoscotland.org.uk

oumar.akram@cemvoscotland.org.uk



Member of the month

Name: Tatiana Barros Penaloza

Occupation: Project Manager

Hobbies/Interests: Community work, Salsa dancing, Read books and Travelling.

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

"I know that unfamiliar opportunities can make you feel scared but please do not take decisions out of fear. Sometimes putting yourselves out of your comfort zone will be scary, because you are not familiar with that situation, people or skills. However, I promise that with perseverance, resilience and a go getter attitude, you will master anything you put your mind to. Nobody is going to create our lives for us, therefore if you want something you need to work towards getting it even if you don't have the needed to get there right now, you will one day. Keep persevering and know that no external label or accomplishments can give us true confidence, we have to find it ourselves."

