

Newsletter



Network News:

We met with the Scottish Government's Womens Health Plan team as a lived experience member. The purpose of this meeting was to amplify voices of EM women.

It was established that the prevalent issues facing EM women stem from historic mistrust with public services and particularly discrimination with EM young women. SG would like to explore how to get more attention to the WHP, and provide more info about women's health such as menopause.

We provided some insight on previous experiences, such as coaching women on what to say to the GP, and the sensitivity needed to talk about specific health matters. The difference between religious and cultural education, and what the religious approach (as a muslim woman) encourages and this is something that could be modelled – what is the issue, why is this the issue, and why its important to raise this with the GP. Key learning to share is that the key target audience is the mother of the family.

Update from the Womans Health Champion included her first blog and progress report. <https://blogs.gov.scot/health-social-care/2023/04/25/my-first-update-as-womens-health-champion/>

Next steps include inviting the WHP team to a SMEWN meeting to discuss and provide the parameters on implementation of the plan to ensure a fruitful and engaging discussion. Such as:

- Conversation Café to encourage women to talk about their health
- Women's health master classes
- Women's health lead in every NHS Board.

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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**

**10 MINUTES TO
COMPLETE**

**SCAN AND
SUBMIT**

Elevate Your Voice



Together
we will end
homelessness

The research team at the homelessness charity Crisis UK are currently looking for participants for a research project exploring peoples experiences of homelessness / insecure housing and racism among people of colour.

They would like to talk to people who are Black, Asian and other minoritised ethnic groups about their experiences of and journeys through homelessness in Scotland. The project has been led by a group of peer researchers who will be supporting the interviews we are doing. These can either be over the phone on zoom or in person.

All a potential participant needs to do is email research@crisis.org.uk and they will follow up with them.

We also have a webpage where people can sign up to take part here: <https://www.crisis.org.uk/ending-homelessness/homelessness-knowledge-hub/types-of-homelessness/talk-to-us-about-being-a-person-of-colour-who-has-faced-homelessness-or-insecure-housing/>

People taking part in interviews can receive a £20 voucher or bank transfer as a thank you for their time, and many interviews are being done by people of colour who have similar experiences to interviewees.

Please get in touch if this is something you are able to support with and if you have any questions



Professional Development Opportunities



TRAUMA INFORMED APPROACHES



On Zoom, 6th June 12-1pm

This session will be delivered by NHS Education for Scotland, and will explore some of the content from their National Trauma Training Programme. The session will:

- provide a general introduction to the prevalence and impact of trauma,
- the benefits of trauma-informed approaches and
- introduce some of the key resources that are openly available.

Led by Dr Sally Jowett, one of the programme's principle educators from NHS Education for Scotland, the session is **free** and open to ALLIANCE lived experience networks, and individual members, who want to learn more about **what trauma informed practice entails** and **why it's important** for individuals seeking care and support, and who are interested in being directed to **further resources**.

If interested please contact smewn@outlook.com, we will ensure you are registered and receive the joining link.

If you have any accessibility requirements please let us know and we will arrange support.



Job Opportunities

Business Support Officer

 **Association of Chief Officers of Scottish Voluntary Organisations**

 Full time

 Edinburgh - Hybrid

 £22,639

 Closing 23rd May 2023



The team at ACOSVO seek a Business Support Officer to support all areas of the business with day to day and project administration tasks. This officer level role will provide the successful candidate with an overview of how a small, third sector organisation operates successfully.

The location is hybrid, working from home, our office at Ocean Terminal in Leith and occasionally at other locations which will be arranged in advance.

We are happy to talk about flexible working such as location and compressed hours however this role is not suitable for part time hours or as a job share.

Please apply with your CV and covering letter which shows how your experience relates to this position's job responsibilities and person specification.

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.



Digital Communications Officer

- Full/Part-time
- £21,255 - £30,000
- Newbridge
- 19th May 2023

 **APPLY NOW**



www.equaljobs.scot 



Disability Development Officer

- Part time
- £21,255 - £30,000 pa
- Newbridge
- 19th May 2023

 **APPLY NOW**



www.equaljobs.scot 

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

Remember

Have to stay HOME

Bleed through & change every hour

Fulfil caring roles?

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

We need to TALK ABOUT PERIODS

Everyone's periods are different

If it's impacting your life - talk to your GP

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

Started period aged 10-11

HEAVY

They lasted a long time

It's just hormones

PUSH for support & diagnosis

Referred to gynaecologist

1 year

1 year

Bled through clothes

Age 17

I think I have endometriosis and pelvic inflammatory disease

Confirmed evidence of PID & endometriosis

Left with chronic pain & fertility issues

Learn about your version of normal

TRACK

Educate yourself & SPEAK UP

PAIN

Learn about your version of normal

TRACK

Educate yourself & SPEAK UP

Learn about your version of normal

TRACK

Educate yourself & SPEAK UP

Learn about your version of normal

QUESTIONS

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

In your 40s periods can change

Fewer eggs can mean less periods

Others may bleed more or have heavier periods than normal

Social media is great BUT make sure you get information from a qualified person

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

Different levels of hormones through cycle

www.nhsinform.scot/healthy-living/womens-health

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

Perimenopause

Perimenopause

Perimenopause

Perimenopause

Perimenopause

Member of the month



Name: Tamzin McDonald

Occupation:

My last couple of jobs were consulting in Anti-Racism, advisor about Ethnic Minorities and organising a Black History Month event. At the moment I'm not working as I normally do self employed freelance jobs when my health allows. I'm participating in Pass The Mic at the moment. I'm a mum and student. I also volunteer in different areas like physical disabilities, mental health, substance abuse, anti-racism, transracial adoption etc.

Hobbies/Interests:

Writing (<https://www.fife.ac.uk/news/fife-college-students-receive-creative-writing-scholarships-from-sir-ian-rankin/>)

<https://m.soundcloud.com/scottish-bpoc-writers/tamzin-mcdonald-with-and/sets>

Art; reading; studying; the areas I volunteer in; spending time with family. I'm housebound a lot of the time so I'm pretty boring lol.

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

"It's not about falling down or failing but about what you do after, picking yourself back up."

"If you quit now you'll end up right back back where you first began. And when you first began you were desperate to be where you are right now. Keep going!"