

# Newsletter



## Network News:

In October, we had a discussion with the Scottish Government about the National Care Service (NCS) Charter of Rights and Responsibilities.

*The aims of the new NCS include* improving social care, social work and community services, with commitment to co-design with people with lived experience of accessing services.

*Purpose of the Charter* is to lay out the Rights and Responsibilities by people who access the services.

We had 6 SMEWN members attend, with the following points put across:

- Responsibilities are subjective and only includes zero tolerance policy. We asked about those who are unable to control themselves (e.g. dementia patients), and the statement as stands, sounds like a punishment. There needs to be acknowledgement for those whose behaviours are out of their control.
- A definition of who is commissioned to deliver care is needed. NCS is not just a service, but is a collective to encompass all the services who deliver care. This should be made clear because as it stands it is vague and broad.
- The race power dynamic leaves EM workers & service users vulnerable. We questioned on how this is going to be addressed to avoid inequalities.

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## Network News Continued



"The association of ethnic minority Africans in Ayrshire (AiA) held an African History Month Festival as part of activities for BHM 2023.

The association led by its Chair, Onyekachi Okafor organised the event in partnership with Police Scotland and the Fire Service in Ayrshire. The venue of the event in Kilmarnock was actually at the Fire Service. The Provost of Ayrshire welcomed the guests with a brief history of Ayrshire and the various ethnic groups they have welcomed over the years. He was of the opinion that Scotland is home for everyone and encouraged the African guest to make Ayrshire their home through participating in community activities, Housing Association committees, Churches and other initiatives that aim to bring people together.



The Representative of Police Scotland stated that the Police and security services were always available to support the African community. The Fire Service encouraged the community to seek opportunities to work with them saying that they were looking for a diverse workforce.

It was generally a lively event with food, dancing, music and laughter. There was a fashion parade of African wear where guests were asked to talk about the history of their attire. I was invited to participate in the parade. I dressed in the cultural attire of Northern Nigeria which is inspired by Arab culture and spoke about its roots."

Written by

*Ramatu Umar-Baku*



## 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](mailto: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*.

## EM Women Engagement Roundtable Sessions



Polycystic ovary syndrome, or polycystic ovarian syndrome (PCOS), is the most common endocrine disorder in women of reproductive age.

Women with PCOS may experience irregular menstrual periods, heavy periods, excess hair, acne, pelvic pain, difficulty getting pregnant, and patches of thick, darker, velvety skin.

This event, will focus on raising the awareness of PCOS within women from EM communities, understanding the stigma and taboo of this condition, we will be able to reduce isolation, anxiety and depression by allowing an opportunity for females to engage and educate themselves of this condition and how to self-manage it, but more importantly be part of shaping future services for EM women.

### Session Details:

**Date: 6th December 2023 | Time: 6-8pm**

**Venue: Alzheimer Scotland Resource Centre, 81 Oxford Street, Glasgow, G5 9EP.**

All participants will receive an allowance of £20, for attending the session. Places are limited.

Please contact Mona if you would like to attend or email: [Admin@PCOSRelief.org](mailto:Admin@PCOSRelief.org)





## Professional Development Opportunities



# NEW TRUSTEES

If this is something you would be interested in, or know someone who would, we'd love to hear from you. We are looking for strong skills and experience in at least one of these areas:

- Charity governance, including reporting and transparency, and maintaining and enhancing public support for the work that charities do.
- Finance, including investment management, impact investing and public sector finances.
- Themes that feature strongly in our work, including children and young people, drugs and alcohol, human rights and tackling poverty, inequality and injustice.

Further information can be found here including a short video from Judith Turbyne, one of our current Trustees on 'What's it like being a Corra Trustee' 😊.

Accessibility is very important to us, and we are warmly inviting applications in written, video and voice format. More information can be found on page 4 of the Trustee recruitment Pack. The closing date for applications is 6 November 2023, and interviews will be held week commencing 15 January 2024.

<https://www.corra.scot/become-a-corra-trustee/>

**If you would like an informal chat, you can contact Hana on [hanna@corra.scot](mailto:hanna@corra.scot) or by calling 0131 444 4020.**

## Job Opportunities



**HEMAT GRYFFE**  
Women's Aid

**Women's Support Worker (Refugee & Follow on)**

- Full-time
- £26,000 pa
- Glasgow
- 24th Nov 2023

[APPLY NOW](#)

[www.equaljobs.scot](http://www.equaljobs.scot)




**Children in Scotland**

**Advice & Information Officer**

- Part-time
- £30,384 pa
- Edinburgh / Hybrid
- 6th November 2023

[APPLY NOW](#)

[www.equaljobs.scot](http://www.equaljobs.scot)



**GLASGOW CALEDONIAN UNIVERSITY**

**An Introduction to Equal Jobs**

14th November 2023  
Seminar Room 1, Campus Life Lounge

A pathway for inclusive employers to attract ethnically diverse candidates

- PRESENTATION WITH Q&A  
12:00pm until 12:45pm
- INFORMAL DROP IN SESSION  
12:45pm 2:00pm

DELIVERED BY: **FAIAZ KHAN**  
Equality Lead

**GCU**  
Glasgow Caledonian University



**Children in Scotland**

**HIRING**

FINAL CALL TO JOIN US

**Participation & Communication Officer**

- Part-time
- £30,381 pa
- Edinburgh / Hybrid
- 6th Nov 2023

[Apply](#)

[www.equaljobs.scot](http://www.equaljobs.scot)

Register with EQUAL JOBS on  
[www.equaljobs.scot](http://www.equaljobs.scot) for regular job  
updates across all sectors.

## *CEMVO Scotland Update*

# Scotland's Human Rights Bill - Public Consultation

At the beginning of October, we submitted a response to the Scottish Government's public consultation on Scotland's Human Rights Bill. Some key reflections: We need clear timescales outlined in the legislation, from the Bill being enacted to compliance of duty-bearers. This will help us hold the government account and make rights real sooner, rather than later.

The Scottish Government need to be more transparent in their decision making. This consultation paper continuously states that certain things are untouchable due to the devolution settlement, particularly the equal opportunity reservation. While we accept that this is a complex area of law, we are disappointed that the consultation offers no transparency as to why certain areas cannot be explored more thoroughly within the confines of devolution. This is particularly concerning as the current proposal risks maintaining the status quo for those whose rights are most at risk, including those who experience racism, women, people with a disability, LGBTQ+ community and older persons. Public bodies and service providers who impact human rights should have a 'duty to comply' on the protection and realisation of our rights.



## *CEMVO Scotland Update continue*

**We urge the Scottish Government to remain committed to the maximalist approach they promised, we can do more and we SHOULD do more.**

Finally, it is important to reflect that while we think more can be done, this is a huge step forward in the protection and realisation of human rights in Scotland. Incorporation of international human rights law into domestic legislation is not easy, but it has the potential to truly transform Scotland. This has been a long time coming and a lot of hard work has been put in by rights-holders, Scottish Government, civil society and human rights defenders across the country. This is a good step forward.

Written and submitted by

*Clare Gallagher, Human Rights Officer, CEMVO Scotland*

### **Executive Summary**



<https://cemvoscotland.org.uk/wp-content/uploads/CEMVO-Scotland-Executive-Summary-to-Scotlands-Human-Rights-Bill-Consultation-3.pdf>

### **Full Response**



<https://cemvoscotland.org.uk/wp-content/uploads/CEMVO-Scotland-Full-Response-to-Scotlands-Human-Rights-Bill-Consultation-1.pdf>



# Member of the month



**Name:** Farah Farzana

**Occupation:**

Race Equality Mainstreaming Officer,  
mum, graduate of MSc (merit) in Education, Public Policy and Equity.

**Hobbies/Interests:**

Farah thrives as a community activist, which is a source of motivation in her life; she has a blog to publish her creative writing pieces and views on a variety of matters ([www.lifeinthefazlane.home.blog](http://www.lifeinthefazlane.home.blog)) and a YouTube channel (Life in the Faz Lane). Farah also enjoys the outdoors, DIY and joining in her children's activities.

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

"I found my voice once I educated myself about my rights as a Muslim woman. Increasing our knowledge and connections helps us to understand our place in the world. If we keep to ourselves and stuck in the home, we cannot progress (and keep up) with the next generation."

"Motivation to improve your quality of life can only be driven by you, not anyone else and not your circumstances - although they can influence you."