

# Newsletter



## Network News:

Welcome and Update from September SMEWN Committee Meeting:

Update from the four themes.

### 1. **Professional and Social Development -**

Developing mentoring framework for SMEWN members. Scoping exercise is underway.

### 1. **Social Media and Community Engagement -**

We are supporting The Alliance Scotland on their Black History Month activities, focusing around the topic of "What does representation means to you?"

1. **Health & Wellbeing** - Met with Scottish Governments Womens Health Plan team. SMEWN agreed to support the delivery of the WHP. SMEWN to review recommendations and agree what is relatable to EM women. We can then decide on the activities of the SMEWN that can focus on tangible outcomes.

1. **Policy, Politics & Governance** - Session with Scottish Government on NCS Charter of Rights & Responsibilities took place on 6th Oct. Internal reflections on more representation from EM to these session

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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](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*.

Are you interested in women's economic equality?  
Can you help the Scottish Women's Budget Group move to the next phase of its development?

SWBG is a membership organization using research, advocacy and training to build a more equal and caring economy in Scotland. We are recruiting new Board members to help set the strategic direction of SWBG and contribute to our work.

Please complete get in touch with your relevant materials via email to [recruitment@swbg.org.uk](mailto:recruitment@swbg.org.uk) by 5pm Friday, 20 October 2023.

Please title your email:  
Board Recruitment.





## Professional Development Opportunities

### WHY ATTACHMENT MATTERS - ATTACHMENT, RACISM AND THE IMPACT ON RELATIONSHIPS

Scottish Attachment in Action (SAIA) secured funding from the Robertson Trust to work with people from Black and Minority Ethnic communities to explore attachment, racism and the impact on relationships.

We are running a series of courses that begin with an explanation of what attachment is and how racism works. For more information contact [pauline.munro@scottishattachmentinaction.org](mailto:pauline.munro@scottishattachmentinaction.org)

#### HYBRID



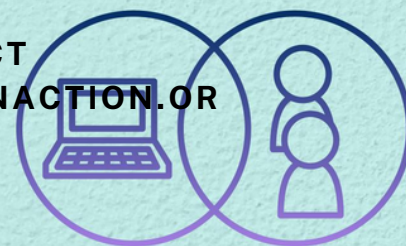
Joining the course in this way requires attendance at both Parts 1 & 2.

##### Part 1

##### FOR MORE INFORMATION CONTACT

When: Saturday 11th October in person (10.00am - 4.00pm)

Where: Aberdeen city centre - venue to be confirmed



##### Part 2

When: Thursdays, 19th & 26th October and 2nd November 2023

Where: On-line via Zoom (6.00pm - 8.00pm)

#### ONLINE

When: Monday, 30th October, 6th November, 13th November, 20th November, 27th November, 4th December

Where: On-line via Zoom (6.00pm - 8.00pm)

**COURSES WILL BE FACILITATED BY GILLIAN NEISH AND EDWINA GRANT, BOTH TRUSTEES OF SAIA.**

#### IN PERSON

When: Saturday 11th and Saturday 25th November 2023

Where: The Renfield Centre, Glasgow (10.00am - 4.00pm)

*(Light refreshments, child care costs, travel expenses and interpreters, if required, will be provided)*



## Job Opportunities



**Trainee Enquiry Officer – Modern Apprentice**

- Full-time
- £22,967 pa
- Glasgow / Hybrid
- 11th October 2023

[→ APPLY NOW](#)

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




**Race Equality Officer**

- Full-time
- £28,000 pa
- Glasgow / Hybrid
- 24th October 2023

[→ APPLY NOW](#)

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




**Volunteer Coordinator**

- Volunteer
- Remote
- 15th October 2023

[→ APPLY NOW](#)

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




**Specialist**

- Full-time / Hybrid
- £51,773 pa
- Glasgow / Edinburgh / Tayside
- 11th October 2023

[→ APPLY NOW](#)

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



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JOB UPDATES ACROSS ALL SECTORS.**



## CEMVO Scotland Update



### Join us for our workshops!

Take part in **three workshops (and pre-briefings)** in a **research study** led by five universities (Heriot-Watt, Cranfield, Glasgow, Open U, and York), in partnership with CEMVO and other public and third sector organisations in England and Scotland, **to create better online services for and with Minoritised Ethnic people.**

### **Protecting Minority Ethnic Communities Online (PRIME)**

In our workshops, we have the chance to tell policymakers and health, social housing, and energy service provider representatives what Minoritised Ethnic people need and want (or don't want), as more of their services move online.

**Recognising your time and valuable contribution, you will receive a £50 gift voucher for participating in each workshop, plus a £20 gift voucher for attending each pre-briefing. i.e. if you attend all sessions, you will receive £210 in gift vouchers of your choice.** It'll be ideal if you can attend all workshops, but it's okay if you can't.

There will be opportunities to share ideas and experiences, listen to different perspectives, and deliberate on ways to build anti-racist practice in the design of online services, improve trust and transparency on the uses of our data.

You don't have to be an expert in any of these areas to take part and no prior knowledge/skills in technical systems are required. Your experience and voice will be treated as valuable as other expertise to be heard in all our workshops. Workshops will be led by a professional facilitator who is experienced in co-design and working in partnership with Minoritised Ethnic communities.

**Join us to ensure Minoritised Ethnic people's voices are centred in the design of these services, so that access, outcomes, and experiences of online services are fair for all.**

### **What do I have to do?**

We'd like to invite you to join three workshops (in-person) and pre-briefings for each workshop (online) between October 2023 and March 2024.

### **The times/dates of the workshops are:**

**30<sup>th</sup> October 2023 (Mon) | 22<sup>nd</sup> January 2024 (Mon) | February/March 2024 (tbc)**

### **Venue location will be in Glasgow.**

All workshops will run from **10am to 1:30pm**, including breaks and complimentary refreshments and hot lunch buffet (1:30-2:30pm). There will be no more than 25 participants in each workshop.

There will also be online pre-briefing workshops (45 mins) on Zoom one week before each workshop, at **12:15-1pm**, on:

**23<sup>rd</sup> October 2023 (Mon) | 15<sup>th</sup> January 2024 (Mon) | February/March 2024 (tbc)**

To support everyone to be able to participate, PRIME can contribute to travel and/or care expenses if needed. Please don't let this be a barrier for participation. Contact [Mark.Wong@glasgow.ac.uk](mailto:Mark.Wong@glasgow.ac.uk) or [Aunam.Quyoum@glasgow.ac.uk](mailto:Aunam.Quyoum@glasgow.ac.uk) to discuss arrangements so we can support you to take part. Get in touch as soon as you can if there is anything we can do to make your participation easier (e.g. accessibility, BSL interpreter, translator, etc.).

To express your interest to take part, contact Aliya by email: [aliya.zaidi@cemvoscotland.org.uk](mailto:aliya.zaidi@cemvoscotland.org.uk). If you have any questions about the project, please contact [Mark.Wong@glasgow.ac.uk](mailto:Mark.Wong@glasgow.ac.uk) or [Aunam.Quyoum@glasgow.ac.uk](mailto:Aunam.Quyoum@glasgow.ac.uk). They can send a more detailed information sheet about the project and what taking part involves.



## Womens Health Plan 2021-2024 (WHP)

*The latest meeting of the Women's Health Plan Lived Experience Group was attended by Ramatu (Steering Committee) on behalf of SMEWN.*

It was a productive meeting with the Women's Health Champion, Professor Anna Glasier. ScotGov presented the newly published interim report.

Progress across short, medium and long term actions include:

- Working closely with Anna as Women's Health Champion
- Recruiting a Women's Health Lead in nearly every health board to identify good practice and work on a local level to make progress on key issues affecting that area.
- Continue to update NHS Inform's Women's Health Hub including adding new information on pelvic health and incontinence, including an animation
- SLWG on LARC to address shortages
- Worked with University of Glasgow to collect research data on experiences of menstrual health and menopause at work. 7,000 people responded and a research report as well as a complimentary workplace policy will be launched later in the autumn.
- The graphic produced with the ALLIANCE following the webinar on periods will be added to the RSHP curriculum across all schools.
- Cardiology guidelines are out for consultation
- Publication of research report exploring women and girls' experiences of discrimination and impact on health

**The Alliance Scotland are hosting a webinar on 18th October 11-12pm. The session will mark World Menopause Day and we will be joined again by Professor Glasier as well as Dr Heather Currie (meno clinical expert and founder of Menopause Matters) and Rachel Weisz (founder of the Menopause Café).**

To register for free please click the link to complete the short booking form [https://us02web.zoom.us/webinar/register/WN\\_tS1EqZ5yRTqAc8EW-4T3SQ#/registration](https://us02web.zoom.us/webinar/register/WN_tS1EqZ5yRTqAc8EW-4T3SQ#/registration)

# Member of the month



**Name:** Ramatu Umar Bako

**Occupation:** Community Development Practitioner

**Hobbies/Interests:** Reading and watching psychological thrillers. Writing about social issues. Shopping and cooking. I am passionate about equality, diversity, and inclusion. I am interested in the environment, climate change, and leaving a legacy for my children that they will be proud of.

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

"What you want, wants you. It will reach you. Give it time, prayer, and gratitude while it is enroute to you."