

****Invitation****



Seminar Series

Mainstreaming Race Equality

As a strategically funded partner of the Scottish Government Equalities Unit, CEMVO Scotland provides support to public, statutory and third sector organisations in the implementation of race equality in all areas of their organisational development and processes. Our overall role is to help increase and improve dialogue between mainstream organisations and the ethnic minority sector throughout Scotland.

As part of this programme, we will be holding a number of short Seminars in partnership with key organisations which will enable participants to network and engage in dialogue with regard to mainstreaming the race equality agenda in their own organisation. [Note: the issues covered in this invitation were identified through CEMVO Scotland's own analysis of mainstreaming reports published April 2013¹

Seminar 1:

Preparing for Equal Pay Statement on Race

Seminar 2:

Using Census data on Race

A third event is planned for early in the new year looking at the development of the second round of mainstreaming progress reports, lessons learnt and improvements to be made.

These events are free but as numbers will be strictly limited we would encourage you to complete and return the attached registration form well in advance.

¹ CEMVO Scotland. Briefing 3: Race Equality Mainstreaming in Scotland (public sector progress reports)



1. PREPARING FOR EQUAL PAY STATEMENTS ON RACE

THURSDAY 4TH DECEMBER 10.30 – 12.30 [FOLLOWED BY LUNCH]

VENUE: STUC OFFICE, 333 WOODLANDS ROAD, GLASGOW G3 6NG

The specific duties which came into force in Scotland on 27th May 2012 required public bodies to gather employment information on race and to publish that information. Public bodies will further be required to publish a statement on equal pay *which includes ethnicity* from 30th April 2017.

Whilst this is still some time away, evidence suggests that employment information gathered across the public sector continues to hold many gaps² – for example, a number of public bodies struggle with high non-disclosure rates on grounds of ethnicity. These gaps need to be tackled well in advance of the 2017 deadline if a robust Statement – in line with the EHRC's Code of Practice on Equal Pay³ – is to be published.

Close the Gap is the key organisation in Scotland working to encourage and enable action to address the gender pay gap and we are delighted that they will be leading this seminar for us in order to support public bodies with their mainstreaming employment equality work. It will offer an opportunity to share some of the lessons learnt to date as well as identify additional issues with regard to ethnicity and debate some practical solutions for improvement and making progress overall.

² Equality and Human Rights Commission. Measuring Up? Report 2

³ Equality and Human Rights Commission. Equal Pay: Statutory Code of Practice



2. USING CENSUS DATA ON RACE

TUESDAY 16TH DECEMBER 10.30 – 12.30 [FOLLOWED BY LUNCH]

VENUE: THE DOME CONFERENCE ROOM, NEW REGISTER HOUSE, EDINBURGH⁴

The results from the 2011 Census paint an important picture of the characteristics of our population. Information is available on ethnicity, language, identity and religion and this can be used to understand the needs of ethnic minority service users and to help inform policy development, service planning and delivery. It can also help you:

- develop a set of equality outcomes which address the specific needs of ethnic minority people and communities
- direct resources more effectively
- make informed, evidence based assessments about the impact of your policies and practices on ethnic minority people
- consider positive action measures to improve equality for ethnic minority people

Much of the census information is quantitative and requires analysis and interpretation, ideally in partnership with relevant stakeholder organisations.

Colleagues from the **Communities Analytical Services team, Scottish Government** will share some of the ethnicity findings from the 2011 Census as well as pose some key questions for discussion in relation to analysis and use by individual organisations. The team is also developing a **national Evidence Toolkit** for use by public bodies and there will be an opportunity to hear about, and feed into this initiative.

⁴ <http://www.nrscotland.gov.uk/research/visit-us/new-register-house-dome-seminar-facility>



Booking Form

Mainstreaming Race equality seminars

1. Preparing for Equal Pay Statements on Race

Thursday 4th December: Glasgow

2. Using Census data on Race

Tuesday 16th December: Edinburgh

Name	
Organisation (leave blank if none)	
Job title (leave blank if none)	
Email	
Telephone	
Dietary requirements (please detail)	

We will normally confirm your place by email.

Please tick here if you prefer to be contacted by telephone: _____

Accessibility

We try to make our events accessible to everyone. If you have any accessibility requirements for the event, or you need assistance to book, please contact Else Kek (email else.kek@cemvoscotland.org.uk or telephone 0141 248 4830).

Please post or email this application form by 27th October latest to:

Eleanor.mcknight@cemvoscotland.org.uk

Eleanor McKnight

CEMVO

95-107 Lancefield Street

Glasgow G3 8HZ

Note:

If you are interested in one or both of the above seminars but are unable to make the selected dates, please tick here and return form as indicated.