

Anti Racism Community Engagement Fund:

FAQs + Answers

Q: What is the future AROS?

A: The Anti Racism Observatory for Scotland (AROS) will be a new independent body to develop community led accountability processes to support the Scottish Government and other public bodies to address structural racism. It is anticipated that AROS will launch in early 2025.

Q: What has led to the development of AROS?

A: In 2020 the Expert Reference Group on Covid-19 and Ethnicity published recommendations to the Scottish Government, this included the creation of an independent accountability body. This led to the establishment of the [Anti Racism Interim Governance Group \(AIGG\)](#) to develop national anti-racism infrastructure.

From 2022 to 2023, the AIGG led a programme of community research engaging with over 500 organisations, groups and individual people who provided their insights about the development of this infrastructure.

In 2023, the AIGG gave recommendations to the Minister for Equalities Migration and Refugees which included a model for a new Anti Racism Observatory for Scotland (AROS), which would address systemic racism guided by the lived experience of adversely racialised people.

Q: What is the Design Advisory Group (DAG)?

A: The Design Advisory Group (DAG) is a temporary advisory group to support the design and development of the future AROS, comprised of people with expertise and lived experience of racism.

Q: What is the role of Impact Funding Partners?

A: Impact Funding Partners are the fiscal host for the interim Design Advisory Group and, as part of this, are responsible for managing the Anti-Racism Community Engagement Fund.

Q: What community engagement related to AROS has already happened?

A: You can read more about how communities are helping to shape the new Anti-Racism Observatory for Scotland here:

<https://antiracismobservatoryforscotland.org/wp-content/uploads/2024/08/Community-Briefing.pdf>

Q: How many events should I run?

A: You could run either a one-off event or a series of events. If you would like to run a one-off event then you should apply for Strand 1, but if you would like to run a series of events (more than one), you should apply for Strand 2.

Q: What should a Strand 1 event look like and include?

A: Strand 1 aims to support one event that will bring participants together to share experiences and expertise around **systemic racism** in Scotland and how the future AROS could function to address this. The event should allow space for rich and meaningful discussion and reflection.

Q: What does a focus on systemic racism mean?

A: It is hoped that your event will focus on how **systemic racism operates** in people's lives and in their community and not on individual personal outcomes of racism. This is an important focus for this work.

Q: What is an example of systemic racism in focus?

A: It is thinking about the policies and processes that create and sustain racism, for example in housing, in schools, in jobs.

For example if your group wanted to focus on school exclusions – We know that policy and processes can end up creating or adding to the current situation whereby some children are [much more likely to be excluded](#) than others.

Do you know about any of the relevant rules, policy or processes in relation to exclusions? Do you know about what factors are addressed and understood in these rules and or policies and what is not? If so, what in your view is missing within these processes. Or what is assumed about how children experience school that does not reflect your own or your child's experience?

How might you want future AROS to track the many efforts already suggested by people affected to address racially disproportionate exclusion rulings. Could/should AROS find out and track if anything has been developed to change how exclusions are made and whether it is working for children who experience systemic racism in schools' exclusion systems?

Q: Is there a set way to organise the event(s)?

A: You can structure your event depending on the needs and preferences of the group and the topic(s) you would like to discuss. You can use whatever methods will best support your participants to respond. This can include discussion and/or creative methods. It should be an inclusive space where participants are able to contribute as honestly and openly as they feel comfortable to do so.

Q: What should Strand 2 events look like and include?

A: Strand 2 was created to support organisations who have the time and capacity to run a more sustained period of engagement with their participants. This could enable groups to build a more rigorous understanding of the systemic nature of their chosen topic, or to engage with more people or topics to gather a wider range of insights. It is important for Strand 2 events to engage more extensively with the intentions of the future AROS, applying insights and expertise to what the future AROS could look like and how it could function.

Q: Can you give an example of Strand 2 engagement?

A: An organisation could propose a series of three events to engage with communities adversely impacted by systemic racism.

The series might begin with a workshop where 5-7 community leaders from diverse backgrounds are brought together to learn about AROS, discuss the recommendations from the Anti-Racism Interim Governance Group (AIGG) community research and plan for wider community engagement.

These leaders could then each facilitate their own community session, reaching out to 10-15 members from their networks to gather insights on experiences of racism, visions for an anti-racist Scotland, and expectations for future AROS.

The series could conclude with a synthesis workshop where the community leaders come together to distil key themes and develop recommendations based on all the community sessions.

Please note all events must take place between now and 15th November 2024.

Q: What should I discuss in my event?

A: Please refer to the Facilitation Support and Template documents for questions/themes you may like to use to shape the focus of your event. We also encourage you to come up with questions and themes of your own that are relevant to the experiences and expertise of your group, systemic racism in Scotland and how the future AROS can work to address this.

If you would like further support thinking about what topics to explore in your event, please get in touch with our Community Outreach Consultants. Contact details can be found at the bottom of this document.

Q: How many people should I engage in my project?

A: At least 5 but you can work with as many as you like over this number, as long as all related costs remain in budget.

Q: Do I have to pay participants?

A: The Design Advisory Group and future AROS values lived expertise as equally important as learned expertise. It is essential we gather community expertise to build the future AROS processes, therefore we are providing funding so that organisations can pay all participants at the same rate as research participants as experts advising Government. Therefore, in order to reflect that approach to paying for expertise, we strongly encourage you to cost participants in this way

Q: How much should I pay my participants?

A: Please see here for more information on Scottish Government guidelines on compensating participants time and expenses.

<https://www.gov.scot/publications/guidance-paying-participant-expenses-compensating-time/pages/6/>

Q: Do I have to facilitate my event myself?

A: You can, or you can employ a facilitator, whichever best suits your intended activity and participants. Our Community Outreach Consultants can offer help and guidance around this if needed. Contact details can be found at the bottom of this document.

Q: How can I get help to plan and run my event?

A: Please contact our Community Outreach Consultants who can support you to prepare and run your event. Contact details can be found at the bottom of this document.

Q: Some of the participants have accessibility needs but I have used up all my budget.

A: There is additional funding available specifically to cover accessibility. Please get in touch on antiracism@impactfundingpartners.com about this before submitting your application, including, if you can, your estimated costs.

Q: How should I report?

A: The DAG are maintaining flexibility around how and what you report as they are learning from the process as much as they are learning from the content of your events. However, in general, the DAG are hoping groups will provide information on:

- The demographics of the participants (a form will be provided)
- A summary of what you spoke about
- Details of how you would like the future AROS to function
- How you found the process of accessing this fund

You can provide this information in a format that works for you. This could be:

- A written report
- Illustrated notes drawn during your event by a visual notetaker
- Audio or video recording of the event and/or transcription

You could think about how you integrate reporting into the format of the event and could use creative methods like zine making or an annotated collage. These could then be scanned or photographed and shared with the DAG.

Q: What happens next?

A: The report on your event will be submitted to DAG who will securely hold the information until the future AROS is launched. This research will shape how future AROS will engage with communities.

If you have any questions, you can reach our Community Outreach Workers on:

outreach@antiracismobservatoryforscotland.org