Design Advisory Group (DAG) for the future Anti-Racism Observatory for Scotland- Re-Engagement.

Strand 1: A template to support communities to develop their proposals as well as to help facilitate their events.

A brief description of DAG.	The Design Advisory Group (DAG) is a short-term group established by appointment of a Scottish Government Minister, to support the interim period whilst a host organisation for the AROS is procured. The DAG is comprised of individuals with knowledge and expertise of: anti-racism, community development, employment processes, governance, organisational development and policy-influencing. The membership of the DAG includes those with experiences of intersecting marginalisation(s), and the realities of systemic racism and expertise. The Group has no statutory powers and is working collaboratively with the Scottish Government to design processes to support future implementation of the AROS.
Strand 1 – what it aims to support	The ambition for strand 1 – is to provide community groups and organisations who have capacity and expertise in this short timescale a create a focused engagement to share update about the future AROS with their community members, in order to begin to build deeper understanding about what is proposed and how they may wish future AROS to work for them. This event will report community responses to DAG on behalf of future AROS. 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 its processes. Therefore, we are providing funding so that organisations can pay all participants as appropriate at the same rate as research participants as experts advising Government.
Short description of your organisation:	Who you are? Who you work with in Scotland? What approach you take within your anti-racism work? For example how the community group/organisation works with community e.g. With a trauma informed anti-racism lens or how are trauma informed and anti-racism approaches evidenced in your work?

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	You are welcome to mention broader equalities work if relevant but we are principally looking for information about how you use anti-racism practice to improve the lives of adversely racialised communities. Can you demonstrate how the community expertise you will provide can help future AROS to build its processes - to hold powerful organisations to account for what they say they will do, ensuring transparency principles and of engagement.
Expertise with your community	Please demonstrate how your previous expertise is in running events and developing understanding of issues that are important to your community members. You may wish to use example(s) of events that you've run.
Suggested guidance for questions/themes to be explored through facilitation in events are listed below, though please note:	• The sorts of questions/themes that your event(s) could explore can include but are not limited to this list. • Please pick those that resonate most with your community/group(s). The suggestions in the list build from the framework of the community research, including the survey, undertaken by the AIGG. It will be helpful for you to explore the [community briefing](#) from the research as you decide what questions/themes you will focus on. Some questions suggested: • What work do you think future AROS should prioritise in the first 2 years? • What issues impacting your community do you feel are often overlooked/underrepresented? • What would be supportive (i.e. information, data, money, advocacy etc.) for anti-racism work within communities? • What do you need for the work of the future AROS to become meaningful? • How should AROS hold public institutions to account on their anti-racism practice? • How could AROS be held to account by communities? • What are the systems to enable a future AROS to embed young people properly in decision-making structure? • When focussing on what infrastructure is missing /not functional, how do you think this can be addressed?

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	Exploring mechanisms: • What are the long-term mechanism of working with people you find reduce harm within these asks to engage with the trauma of racism? • What representation/output/outcome from what you're doing that will help future AROS to understand the challenges your community are facing? • The mechanisms you want to see to prevent your efforts/feedback never being used anywhere. • The mechanisms to avoid fatigue from series of consultations and no actions being taken. • Solutions you/your community want to see, or have developed in the past, that contribute to any of the above or AROS' mission.
Description of proposed work	• What you will do • Who will you do it with e.g. young people /old people/ people often excluded? • How many will it involve (5 is the minimum) E.g. • How are you able to create a safe and conducive space to enable the conversation to be had. • How you are accurately recording what participants have said. • Can you demonstrate how the community expertise you will provide can help future AROS to build its processes • Can you demonstrate how it will build community expertise and capacity during the process
Timeline	Give an overview of the proposed timeline including anticipated time and anticipated mechanism for reporting.
Costs	Provided here is an example of costs which can be applied for Eg: • Participants expertise (link to SG participation costings) • Facilitators • Travel • Venue hire • Food • Reporting e.g. collating and writing report, recommendation letter or additional cost for feedback illustrator
Additional accessibility needs	• Childcare costs • Interpreters including BSL

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	● Audio/visual equipment hire