

Institutional racism – officially recorded comments / evidence from engagement for Race Equality Framework for Scotland, 2015

Coalition for Racial Equality and Rights

The following table is derived from written responses made by Community Ambassadors Programme which engaged 389 members of minority ethnic communities in the development of the visions and goals of the Race Equality Framework for Scotland. Their responses are recorded in their own words. The words in bold are CRER's and describe the themes emerging and how many times they were raised by different groups (e.g. 'x5' indicated raised by 5 groups).

<p>Community safety</p>	<p>Minorities should feel safe x5</p> <p>(pubs, streets, and cinemas mentioned)</p> <p>Feel safe both indoors and outdoors, especially in remote areas</p> <p>Equal community, safe environment</p> <p>Safety everywhere especially night time</p>	<p>More visible policing, more preventative work, the use of CCTV more widely</p> <p>Cultural awareness training at work and school; education from a young age, teaching respect for different cultures</p>	<p>Some areas have no safety at all cause you feel you are not from here – many problems affect your life</p>	<ul style="list-style-type: none"> • Mixed group (SAIP) • Mixed (general 4) • Polish mixed • Mixed ethnicity women 2 • African mixed 2 	
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	<p>Feel safe in your country with your family</p> <p>Want to see safer streets. There has been reports of harassment within Glasgow targeting ME</p> <p>We want to be safe. Racism is very high in parts of Glasgow. Incidents of throwing eggs, stones, and threatening with knives have been reported.</p> <p>There needs to be a complete stop of stretching of cars of ME people and smashing windows and screens. Many cases have been captured by CCTV and have been dealt with poorly. Police claim they can see the image it is not possible to know who it is. If police can't help, then who can?</p>	<p>Police should be vigilant and start treating ME and whites equally. Any harassment against immigrants should be treated by its merit.</p> <p>Many incidents of this sort are reported to police and then do not have any effect and the police do little or nothing to solve these problems.</p> <p>Change within police on treatment of ME reported cases. This should be observed and strategies for solving these irregularities should be put into place through Gov intervention.</p>			
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	Safety is of special concern to asylum seekers / refugees – a safe community is where everyone tackles anti-social behaviour and bullying.	Minorities and Scottish people must do this together		Women (refugee group)	
	Minorities should not feel isolated socially	Support from neighbours can contribute to people’s sense of security		<ul style="list-style-type: none"> Mixed (general 4) 	
	Ensure that CCTV cameras are checked for good working conditions. Would also like to see more police patrols.	Gov to make enough provision in the police budget in order for community safety projects to be carried out more effectively		<ul style="list-style-type: none"> Black mixed 	
	Employment of local community liaison officers (‘community heads’)	Councils to employ officers from specific minority ethnic communities, who have lived in the areas of origin and understand cultural issues, to deal with issues related to safety and security, grievances etc. for migrants		<ul style="list-style-type: none"> 	
	<p>Drink and drugs x2</p> <p>More effective measures to tackle drink-related ASB</p>	Public drunkenness should not be allowed in public transportation or on the street		<ul style="list-style-type: none"> Mixed (general 4) Women (refugee group) 	

	<p>Feeling of safety depends on where you live – areas where there is ‘drug taking’ are areas with racism and bullying. People feel unsafe here</p>	<p>People and Gov need to come together to work for a safe and welcoming country</p>	<p>People should be limited from taking any drugs, because the more they keep taking, the more problems there are.</p>		
<p>Policing and community relations with police</p>	<p>Better representation of minority ethnic communities within Police Scotland workforce x5</p> <p>Have more BME people in the police so different cultures can talk to the police and open up more</p>	<p>Improvements in organisational culture, recruitment, retention and accountability within Police Scotland</p> <p>SG should enforce recruitment powers to get ME groups to join Police Scotland</p> <p>Recruitment should be more accessible to ME. Police should have the access to recruit ME by working with other services.</p> <p>Getting more BME people in the force so cultures can feel safer</p>		<ul style="list-style-type: none"> • Mixed ethnicity young adults • Mixed (asylum 2) • Pakistani (under 35)# • Elderly carers • Mixed (general 6) 	

	<p>Police Scotland should get involved more with community groups, introducing skills that would include ME groups x4</p> <p>Police working more in BME communities and being more culturally aware</p>	<p>More outreach of police in communities</p> <p>Police Scotland should engage with groups of white and ME, bringing them together to fight racism x2</p> <p>Ensure police officers go through training about approaching ME groups</p> <p>Police communicate with ME communities</p> <p>Community police should be more visible</p>		<ul style="list-style-type: none"> • Mixed (asylum 2) • Mixed Sikh • Elderly carers • Mixed (inc. Chinese, African, Indina) 	
	<p>Police should not ignore calls made by ME groups x5</p>			<ul style="list-style-type: none"> • Mixed (asylum 2) • Older Chinese women • African mixed 2 	

	<p>Ignored because of accent or voice</p> <p>More equality in service delivering to secure the community form the police (catering businesses)</p> <p>Police should treat ME better than they do. Everybody agrees that police is the most racist body in Scotland, and more so, racist incidents reported to the police are not dealt with as it should be. In many cases, there is always a reason it is brought forward by police not to prosecute the offender or racists.</p> <p>Police to take our criminal reports of racism seriously and actually tackle the</p>	<p>More help from police when in need</p> <p>Should monitor reports to police from ME and strategies for solving irregularities put into place.</p> <p>Should be a private agency consisting of ME and white in the same rank, and not white as supervisors of ME, be set to investigate claims of irregularities within police about racism. This will help reduce racism which will have a great impact on how ME feel as sense of belonging.</p> <p>Police need to listen to us rather than focusing on where we are from. They need to</p>		<ul style="list-style-type: none"> • Women (domestic abuse) • African mixed 	
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	racism we experience every day	listen and enforce laws against racism. Complaints about racism should be followed up seriously by the police			
	Police to carryout thorough and unbiased investigations when dealing with direct racial attacks x2	Gov to put a system in place where checks are carried out to ensure police are unbiased when dealing with issues of racism Complaints about racism should be followed up seriously by the police		<ul style="list-style-type: none"> • Black mixed • African mixed 	
	Would like to see adequate feedback given to victims of crime whenever investigations are being carried out on their behalf	Police Authority to ensure proper supervision of cases which are dealt with by all officers especially junior officers as procedures are not often followed during investigations and justice is not achieved for victims of crime, especially BME		<ul style="list-style-type: none"> • Black mixed 	
	Would like to see an independent body involved with investigations of cases relating to racism Would like to see cases of allegations against	Gov to set up an independent committee consisting of BMEs to be involved in investigations of racism Gov to review the current provision and allow cases of this		<ul style="list-style-type: none"> • Black mixed 	

	the police investigated not by personnel within the police force but by external independent bodies	nature to go directly to external independent bodies to ensure an unbiased outcome			
	Police do what they do – very helpful and supportive in rural areas	No cuts to Police Scotland Keeping them at the current level of community officers in rural areas – we feel safe with them! CONTRAST		<ul style="list-style-type: none"> Polish mixed 	
	<p>End stop and search and discriminatory practices x3</p> <p>Address current problems with stop and search policy and practice x2</p> <p>Applying same consequences on ME as a white Scottish when incidents happen so that white Scottish wouldn't get away with it, whereas ME hold responsibility</p>	More transparent and less invasive approach is needed.	Stop and search was felt to be de-humanising and it was felt that stop and search policy was biased (mixed eth YP, South Glasgow)	<ul style="list-style-type: none"> Mixed ethnicity young adults Mixed group (general) Muslim women 2 	“Stop and search leads to greater stigma and negative feelings which leads to youth feeling as a second class citizen. Such approaches lead to lower self-esteem and lack of trust.” (mixed eth YP, South Glasgow)

	especially at school and work environment				
Racist Incidents and Hate Crime	<p>Tackling clear displays of racism x3</p> <p>Stricter control of areas with 'protest' for far right groups</p> <p>Reduction in racist incidents</p> <p>Laws are enforced to protect ME against racism</p>	<p>Contained properly by police. Kept away from high density minority ethnic areas. Stricter punishment.</p> <p>Stronger laws against</p> <p>More awareness that racism is illegal and it will be punished. This needs to start young by teaching children in schools.</p>		<ul style="list-style-type: none"> • Muslim women • Asian women 2 • Women (domestic abuse) 	
	<p>Harsher punishment for hate crime x2</p> <p>Tougher sentences for those who commit racist crimes, hate crimes</p>	<p>Publicise this as part of campaigns to discourage racism and build community cohesion</p> <p>The LAW! The courts should be given more power to deal with serious racist crimes and not just because of peace, community payback orders, etc.</p>		<ul style="list-style-type: none"> • Mixed ethnicity working age 	
	<p>Monitor racist incidents across different agencies and areas x2</p>	<p>National multi-cultural events – get to know each other events / week / campaign or similar</p>	<p>Race hate crime is higher than reported statistics.</p>	<ul style="list-style-type: none"> • Mixed ethnicity women • Mixed group (general) 	

	<p>(various responses on this – agencies including Schools, universities)</p> <p>Reassess stats about hate crime / racial related incidents – help new migrants to feel safe</p>		<p>People still do not report all incidences due to a range of reasons, e.g. lack of trust in police, no time, no faith in justice system no knowledge of reporting procedures, too scared, ‘what’s the point?’</p>	<ul style="list-style-type: none"> Polish mothers 	
	<p>Easier reporting methods x5</p> <p>Dedicated service for reporting and responding to hate incidents, with proper investigation and conclusions</p> <p>Clear pathways in place for third party reporting</p> <p>Clearer complaints procedures for street harassment</p>	<p>Greater promotion of third party reporting through media, TV programmes, etc.</p> <p>More transparent complaints procedure</p>		<ul style="list-style-type: none"> Mixed (inc. Chinese, African, Indian) 40-55 aged working women (RNIB) Muslim women Mixed (asylum 2) Mixed (general 4) Mixed (general 5) 	

	<p>Reduce the amount of time the police spend interrogating victims, to make it more easy for ME to report</p> <p>More trust in the reporting of racism to the police</p> <p>More awareness of third party reporting</p>	<p>Effective responses to race-related complaints</p>	<p>street and did not understand reporting structures</p> <p>Lower report on racist incidents</p>		
	<p>SG to enforce more powers to tackle hate crime in communities</p>			<ul style="list-style-type: none"> • Mixed (asylum 2) 	
	<p>More speedy action across sectors to racist incidents – restorative approaches</p>	<p>True tolerance within sectors – police etc. – coupled by agreed procedure</p>		<ul style="list-style-type: none"> • 40-55 aged working women (RNIB) 	
			<p>Racist incidents from white Scottish are not shown on news in the media. If otherwise, this should be made transparent on media explaining how the police dealt with it will help</p>	<ul style="list-style-type: none"> • Muslim women 2 	

			deter other Scottish doing similar things and also create a sense of safety and belonging for ME		
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- Concerns were raised around experiences of service use which suggest institutional racism is still a problem within many institutions
 - o Institutions should provide effective and fair services for all, but are often seen as being far removed from the minority ethnic people they serve, both in terms of attitude and in providing effective services
 - o Abuses of power against minority ethnic service users have been noted in some institutions

- Police Scotland performance on responding to incident reports should be evaluated through qualitative monitoring of the experience of people reporting incidents, and resulting information used to improve practice