



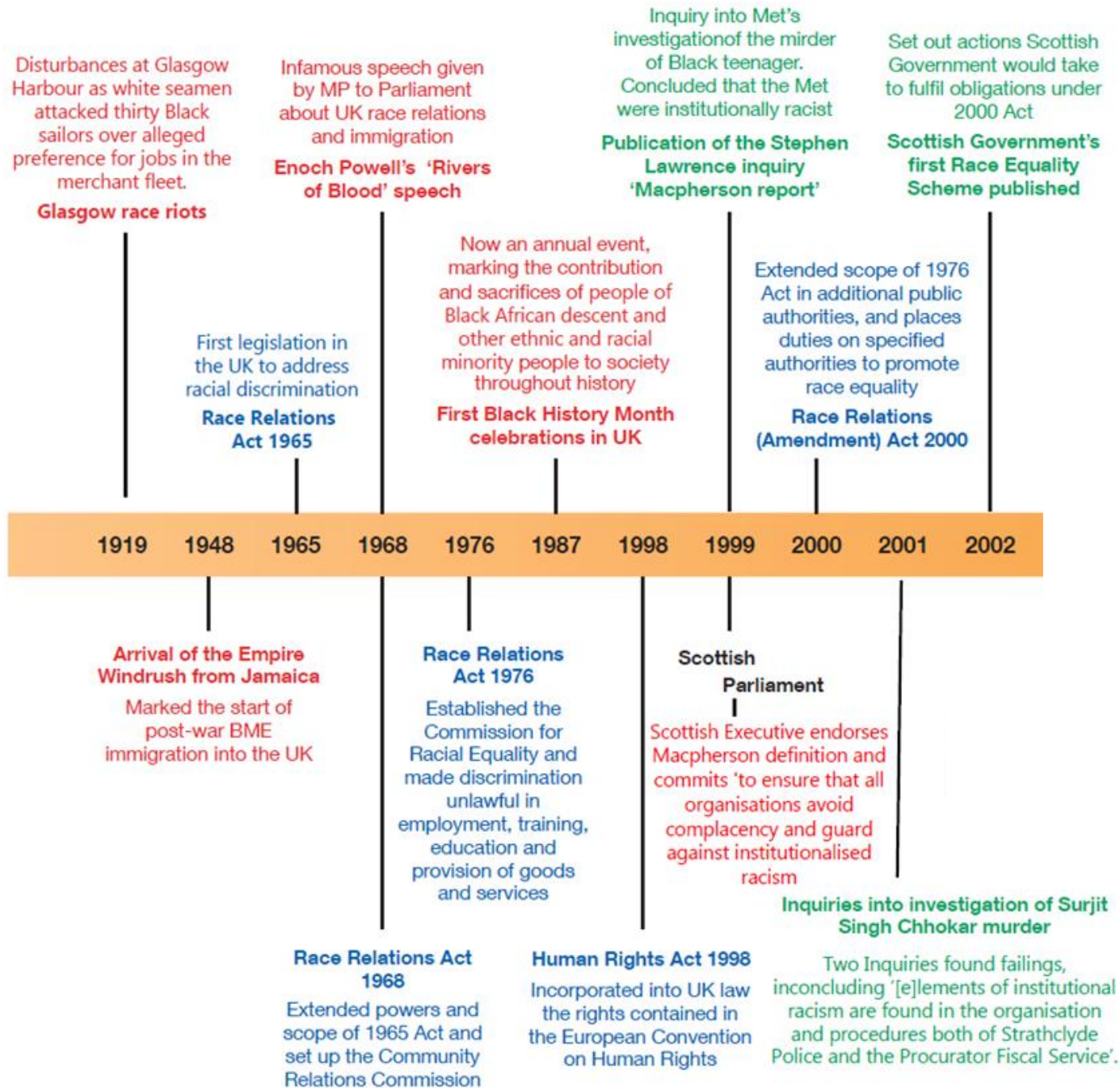
University
of Glasgow

Professor Nasar Meer FRSE FAcSS
University of Glasgow

WORLD
CHANGING
GLASGOW

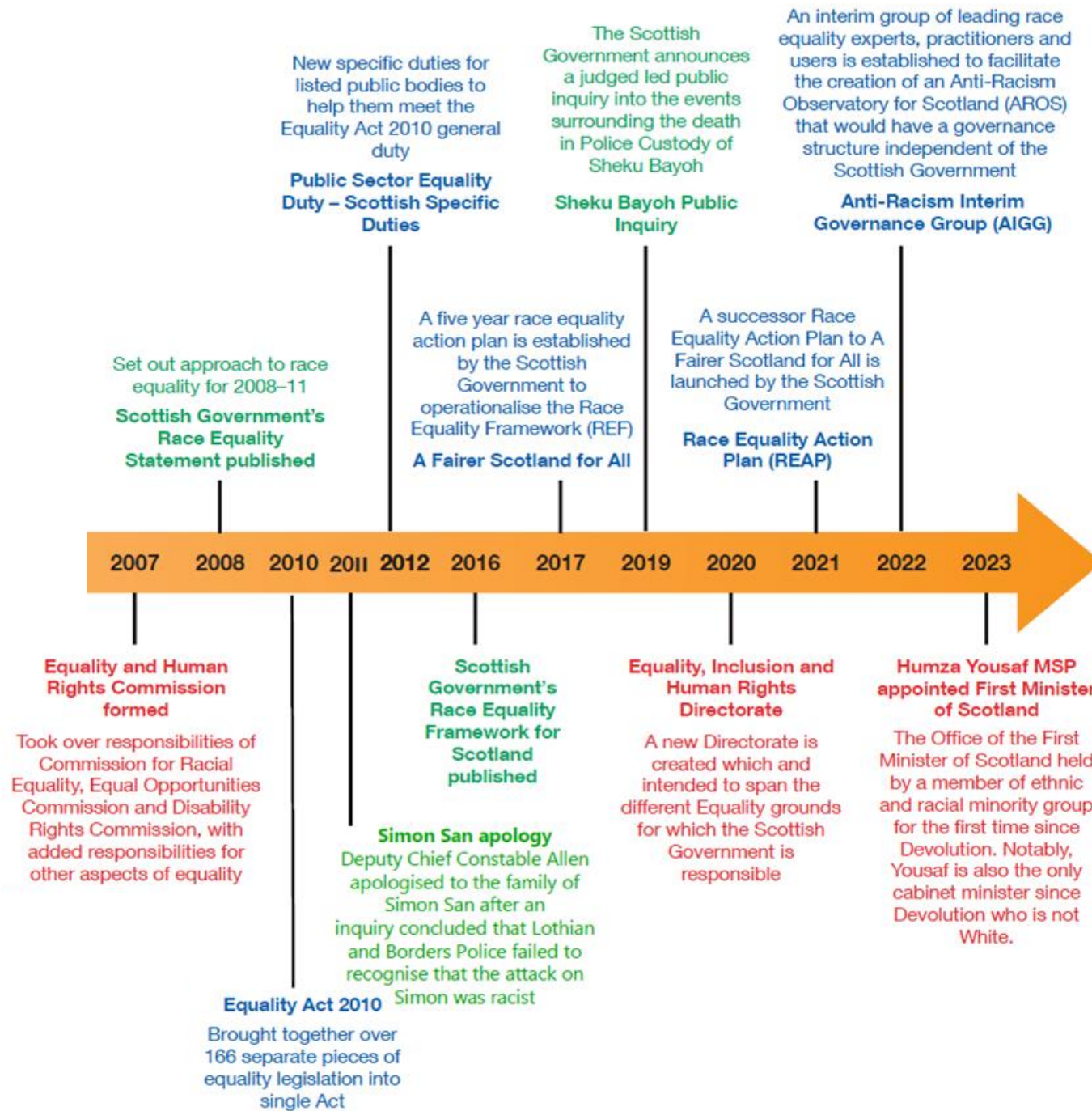


Scotland's Modern Racial History



1919-2002

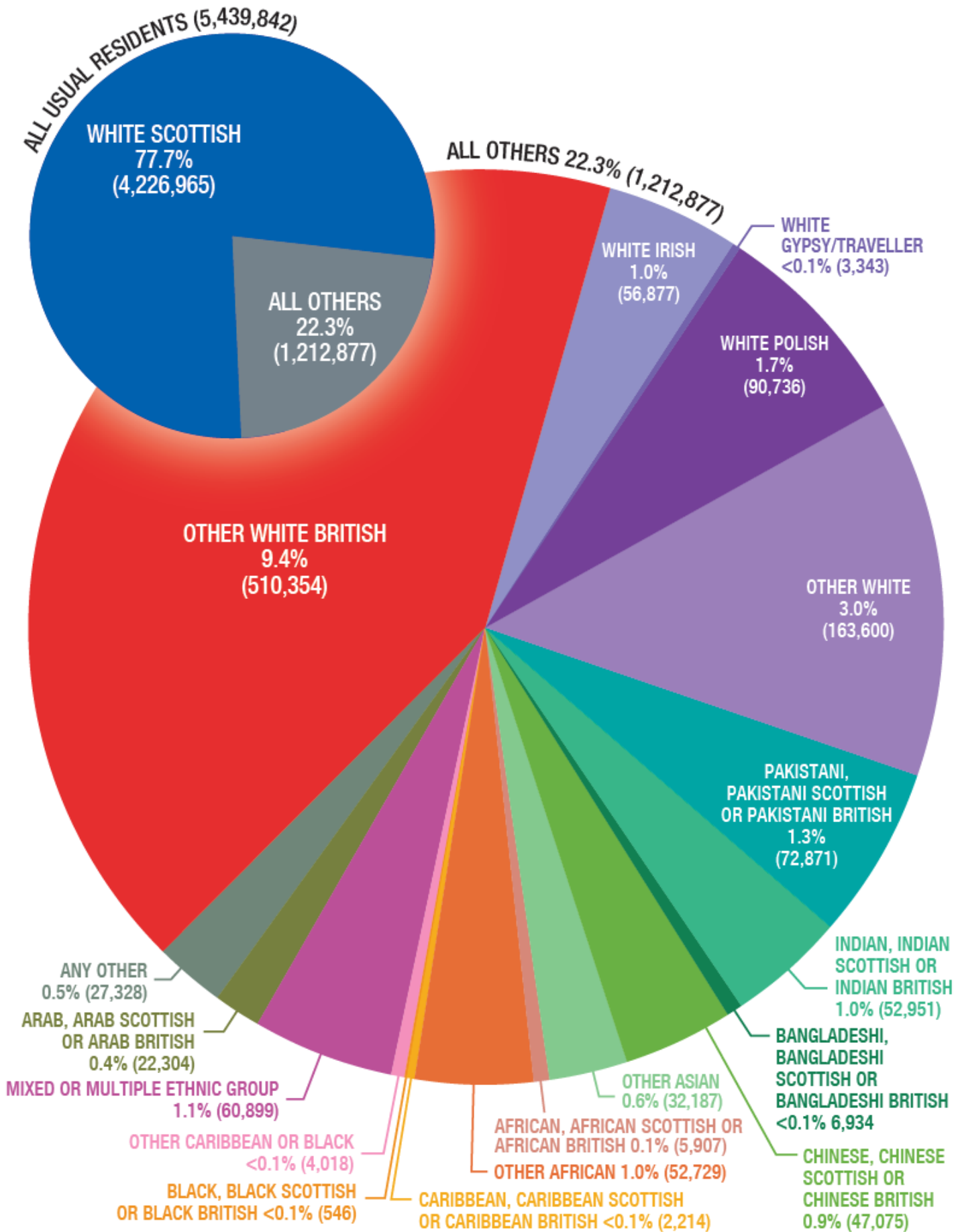
Scotland's Modern Racial History



2007-2023

Census 2022:

Question 23 - What is your ethnic group?





Interpersonal

The form of racism with which most people are familiar.

Expressed and/or perceived in overt/covert language and/or behaviour during interactions.

Structural

Helps us to understand how racism is reproduced.

Describes the constituting role racism can play in societies, in contrast with being incidental to social outcomes.

Institutional

The operation of structural racism within specific agencies or organisations.

Foregrounds how differential treatment may go unstated – for it is already institutionalised – in processes, attitudes and behaviours.

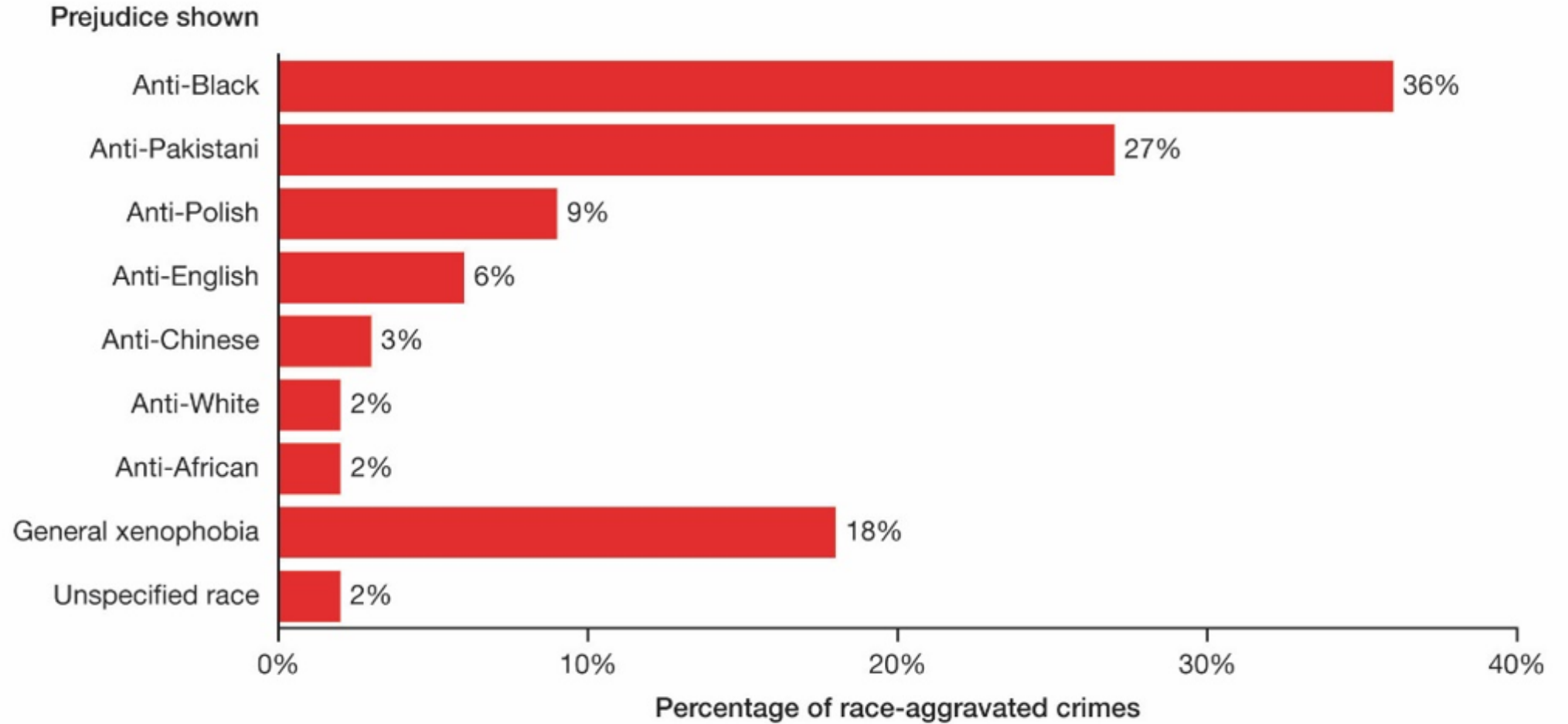
Systemic

Concerns the reach of racism within one body or across different individuals, institutions and processes in society.

Allows us to connect otherwise seemingly disparate outcomes and understand their relationship to one another.

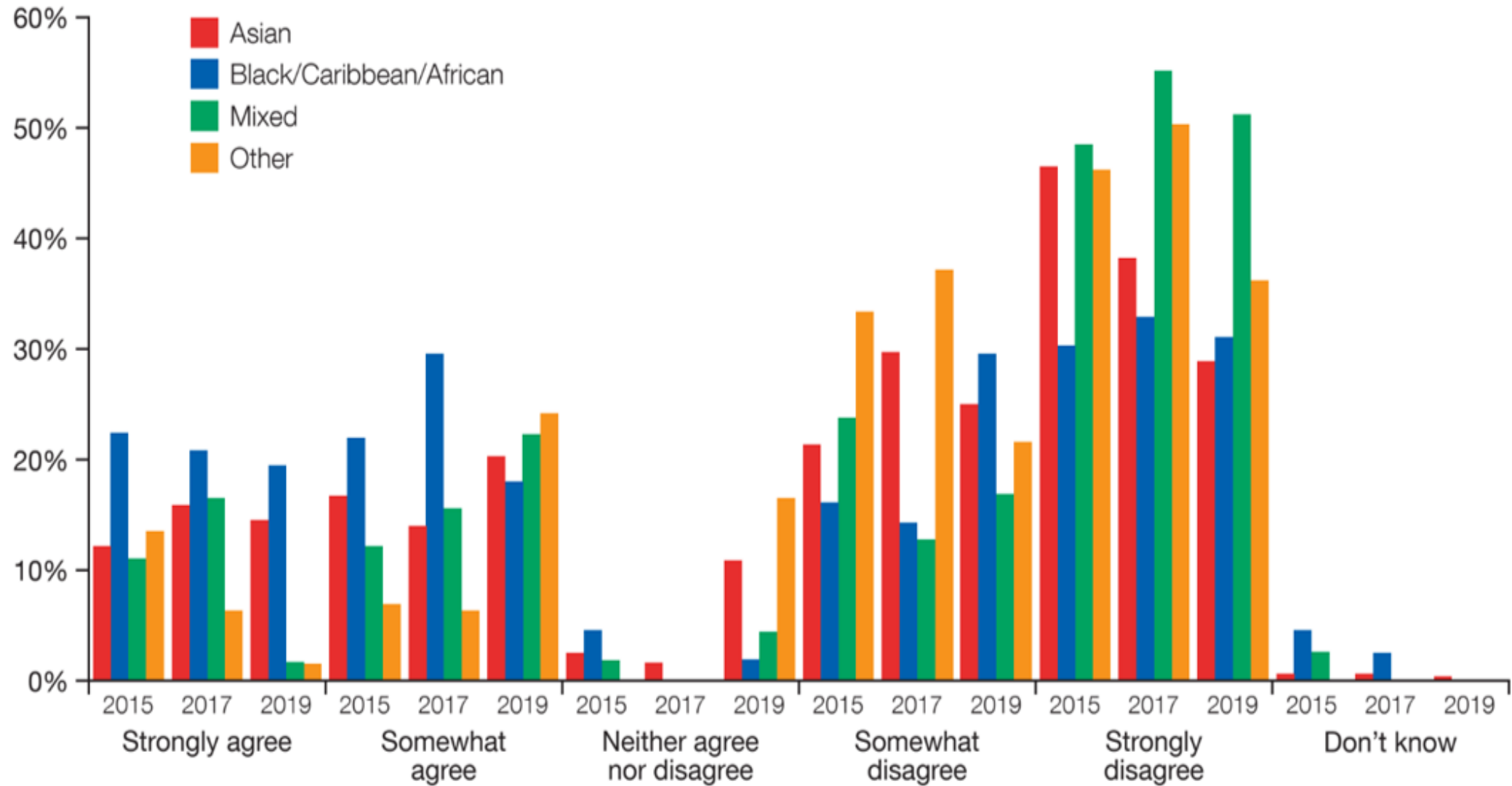
Interpersonal racism

Scotland prejudice shown in race aggravated hate crimes recorded by the police, 2020-21



Source: Scottish Government (2023) Updated study into the characteristics of police recorded hate crime in Scotland. Justice Analytical Services

“I have experienced discrimination in Scotland in the last... 2 years” (for 2019 and 2017) and “5 years” (2015)



Scottish Social Attitude Trends 2002-2015

	2002/3*	2006	2010	2015
Prefer to live in an area where most people are similar to you	46%	49%	43%	33%
Agree: Scotland would begin to lose its identity if more Muslims came to live in Scotland	38%	49%	50%	41%
Agree: Scotland would begin to lose its identity if more people from Eastern Europe came to live in Scotland	-	45%	46%	38%
Agree: Scotland would begin to lose its identity if more black and Asian people came to live in Scotland	-	46%	45%	34%
Unweighted bases	1665/1508 ⁺	1594	1495	1288

* The question about the kind of area in which someone preferred to live was first asked in 2002, while that about the impact of more Muslims coming to Scotland was included for the first time in SSA 2003.

+ Sample size in 2002=1665 and in 2003=1508

UK national terrorist threat level raised from SUBSTANTIAL to SEVERE in August 2014 followed by the Counter Terrorism and Security Act 2015.

Amplified scrutiny of Muslims in Scotland and the UK more broadly.

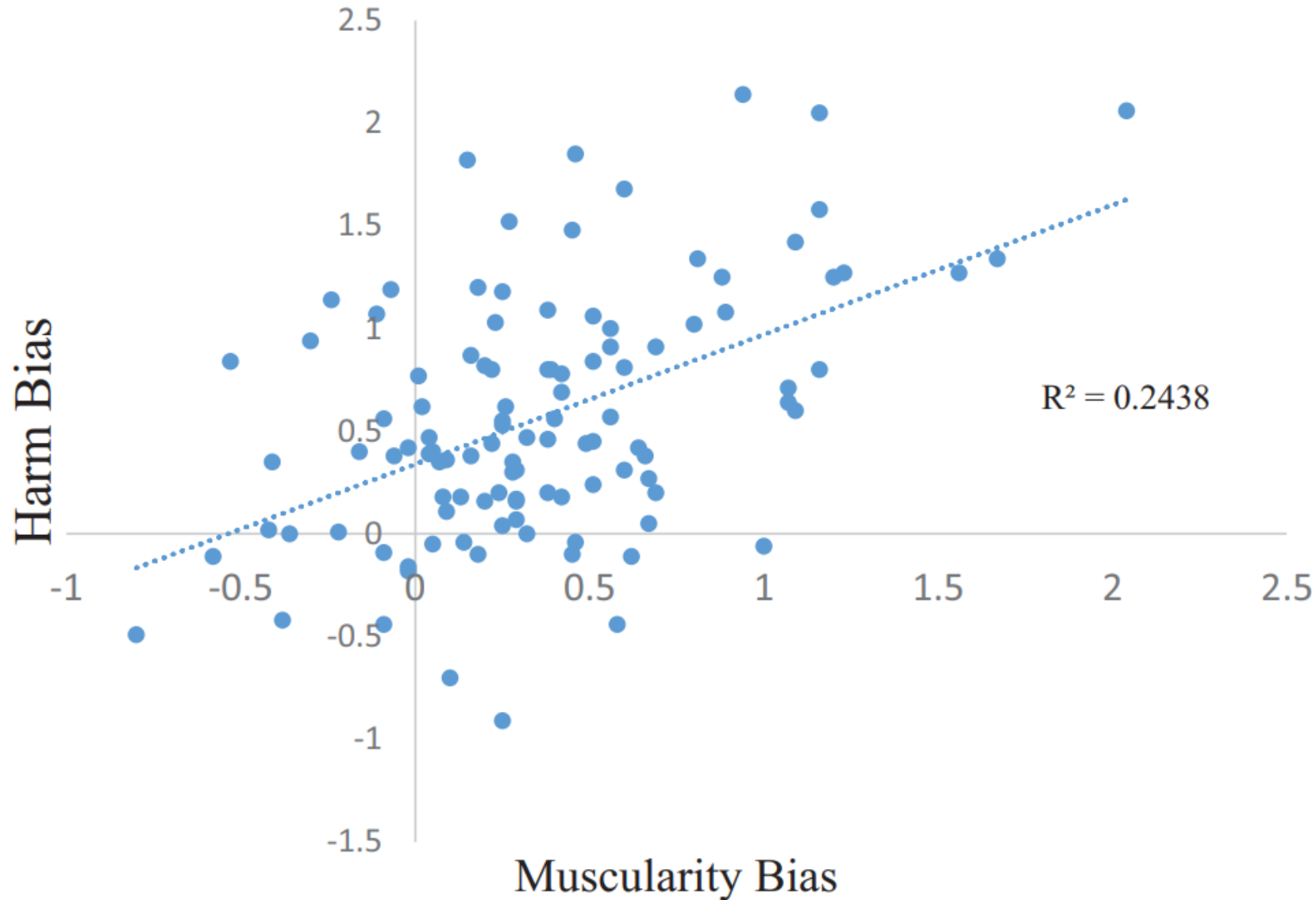
YouGov (2015): ‘terror | terrorist | terrorism’ are the words most associated with the term ‘Muslim’.

At the Scotland’s borders and ports, between 2016 to 2021, Police Scotland are up to 20 times more likely to stop ethnic and racial minorities under counterterrorism powers.

“[W]hen the airport immigration officers – the police – are making Islamophobic assumptions about you, questioning your humanity because of your background, how exactly are you supposed to report it and hold them accountable?”

Source: CPG (2021)

Structural Racism



“We tested this across seven studies demonstrating that people perceive young Black men as taller, heavier, more muscular, more physically formidable and more capable of physical harm than young White men of the same actual size; and that this bias in physical size perception can influence the decision to use force against them.”
(p. 60).

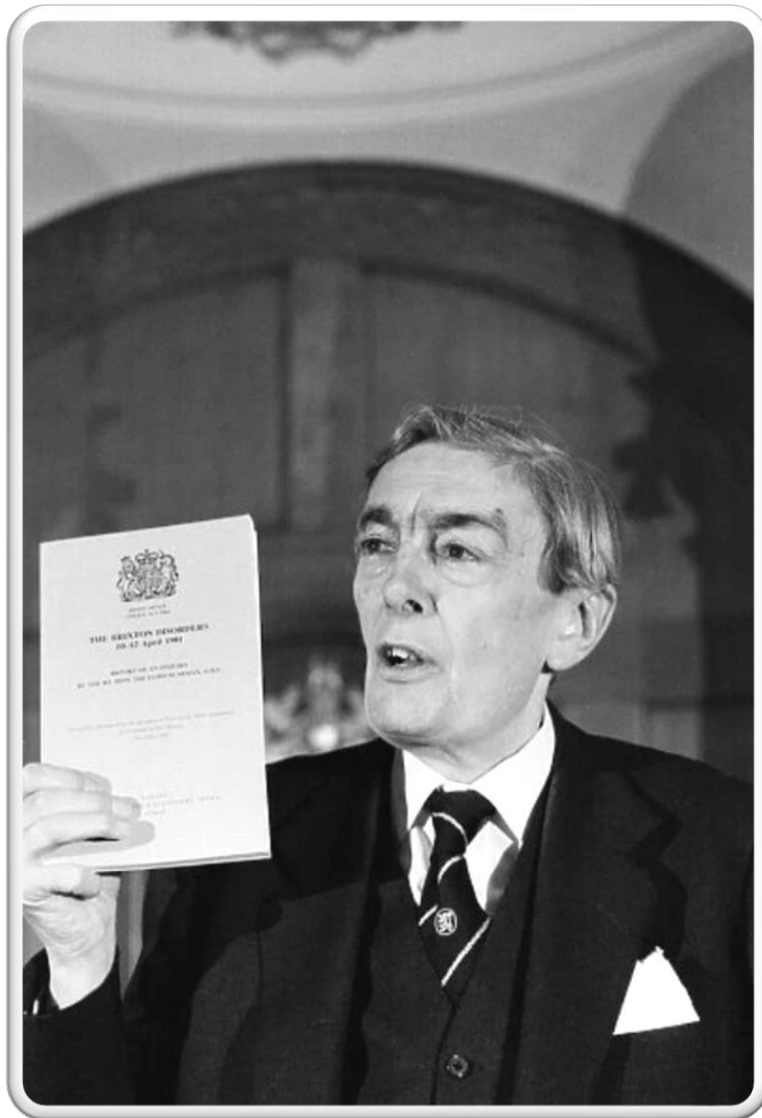
People have a bias to young Black men as **bigger** (taller, heavier, muscular) and more **physically threatening** (stronger, more capable of harm) than young White men.

Both **bottom-up stereotypes** of 'racial prototypicality' and **top-down information** support these misperceptions.

This racial bias persisted even among samples for whom upper-body strength was controlled (suggesting **that racial differences in formidability judgments are a product of bias rather than accuracy**).

Biased **formidability judgments** in turn promoted participants' justifications of hypothetical **use of force** against **Black suspects** of crime.

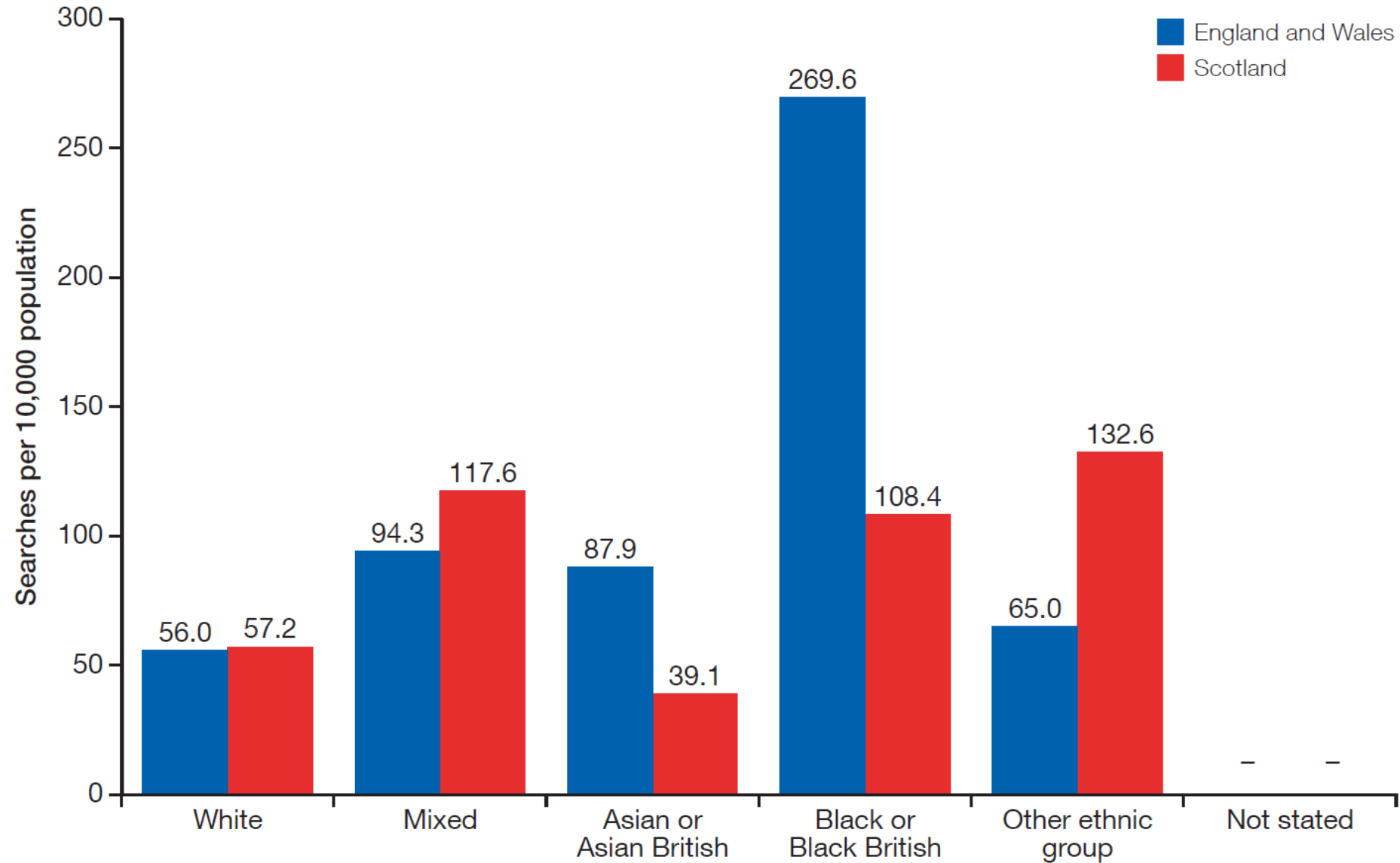
People integrate **multiple pieces of information** to ultimately conclude that **young Black men are more physically threatening** than young White men, believing that they must therefore be controlled using more aggressive measures.



“It may be only too easy for some officers, faced with what they must see as the inexorably rising tide of street crime, to lapse into an unthinking assumption that all young black people are potential criminals.”

Source: Lord Scarman (1981) *The Brixton Disorders: Report of an Enquiry*. London: HMSO. Paragraph: 4.63.

Stop and Search Statistics for Scotland, England and Wales, 2021-22



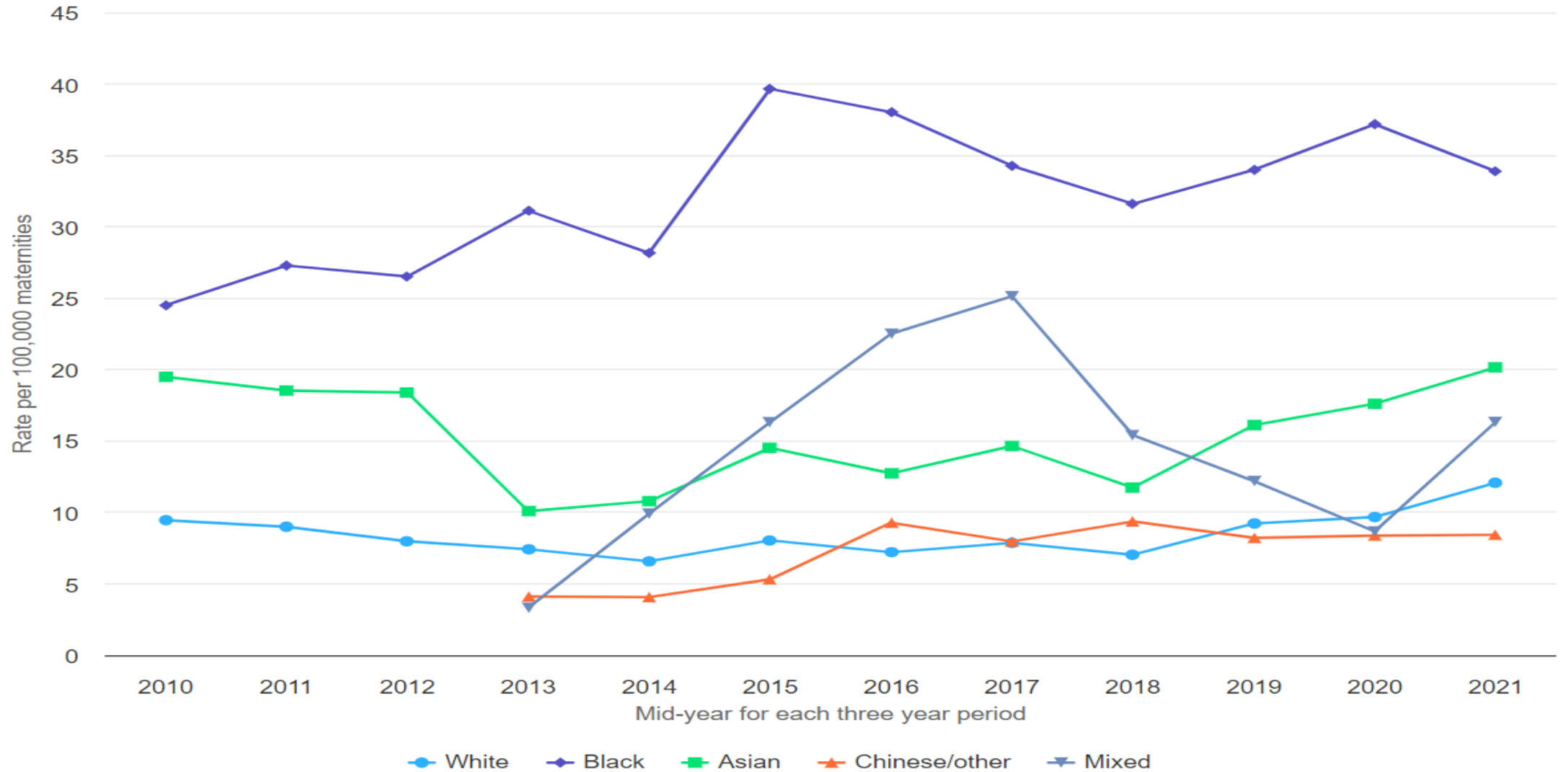
Source: Scottish Police Authority Policing Performance Committee (2023) ¹²

Definitions of Institutional Racism

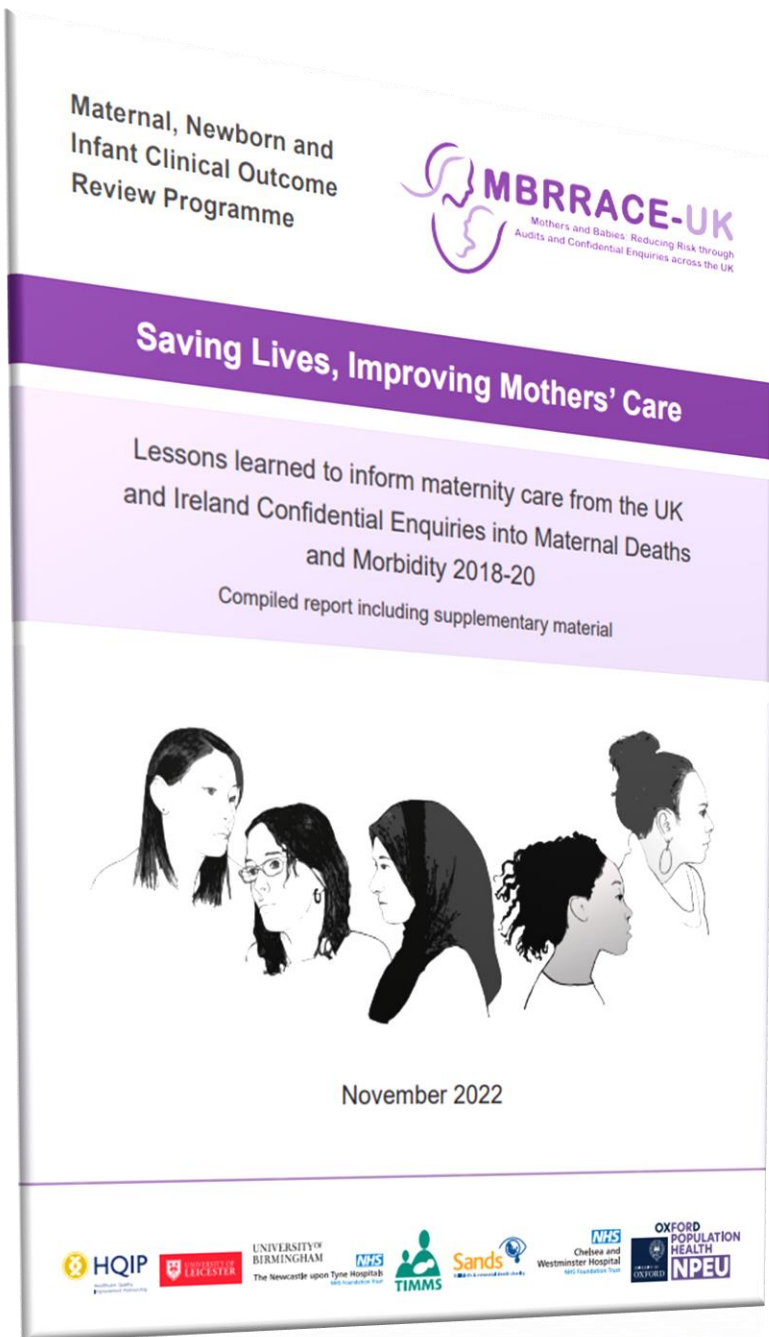
Scarman (1981)	MacPherson Inquiry (1999)	Jandoo Inquiry (2001)
<p data-bbox="519 251 1080 1022">“If, however, the suggestion being made is that practices may be adopted by public bodies as well as private individuals which are unwittingly discriminatory against black people, then this is an allegation which deserves serious consideration, and, where proved, swift remedy.”</p> <p data-bbox="927 1279 1070 1308">Para. 2.22</p>	<p data-bbox="1126 251 1735 1222">“‘Institutional Racism’ consists of the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, <u>culture</u> or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people.”</p> <p data-bbox="1610 1279 1753 1308">Para: 6.34</p>	<p data-bbox="1775 251 2333 793">“Institutional racism occurs wherever the service provided by an organisation fails - whether deliberately or not - to meet equally the needs of all the people whom it serves, having regard to their racial, ethnic or cultural background.”</p> <p data-bbox="2221 1279 2364 1308">Para: 2.16</p>

Institutional racism

Maternal mortality rates 2009-22 among women from different ethnic groups in England



Source: National Perinatal Epidemiology Unit (NPEU) Nuffield Department of Population Health. University of Oxford



White bodies as the ‘norm’ or default:

- Being ignored and disbelieved
- Denial of pain relief
- Lack of cultural understanding

Ethnicity rather than racism as a risk factor:

- Failure to recognise conditions e.g. jaundice, sepsis
- Lack of representation in clinical evidence and committees
- Ethnicity as grounds for induction within policies

	White	Minority Ethnic
Feel I belong(ed) in PS	68.4%	62.8%
Agree/strongly agree PS is committed to equality, diversity and inclusion	54.5%	46.5%
Agree/strongly agree people of all cultures, ethnic groups and characteristics are welcomed within the organisation	70.9%	48.8%
Agree/strongly agree people are comfortable talking about their background and cultural experiences with colleagues	45.9%	27.9%
Agree/strongly agree employees of different backgrounds, cultures and characteristics interact well with each other	62.7%	48.8%
Agree/strongly agree racial, ethnic and religious jokes are not tolerated within the organisation	59.8%	44.2%
Agree/strongly agree PS provides an environment for free and open expression of ideas, opinions and beliefs	29.5%	25.6%
Experienced discrimination	28.3%	48.8%
Experienced harassment	25.6%	34.9%

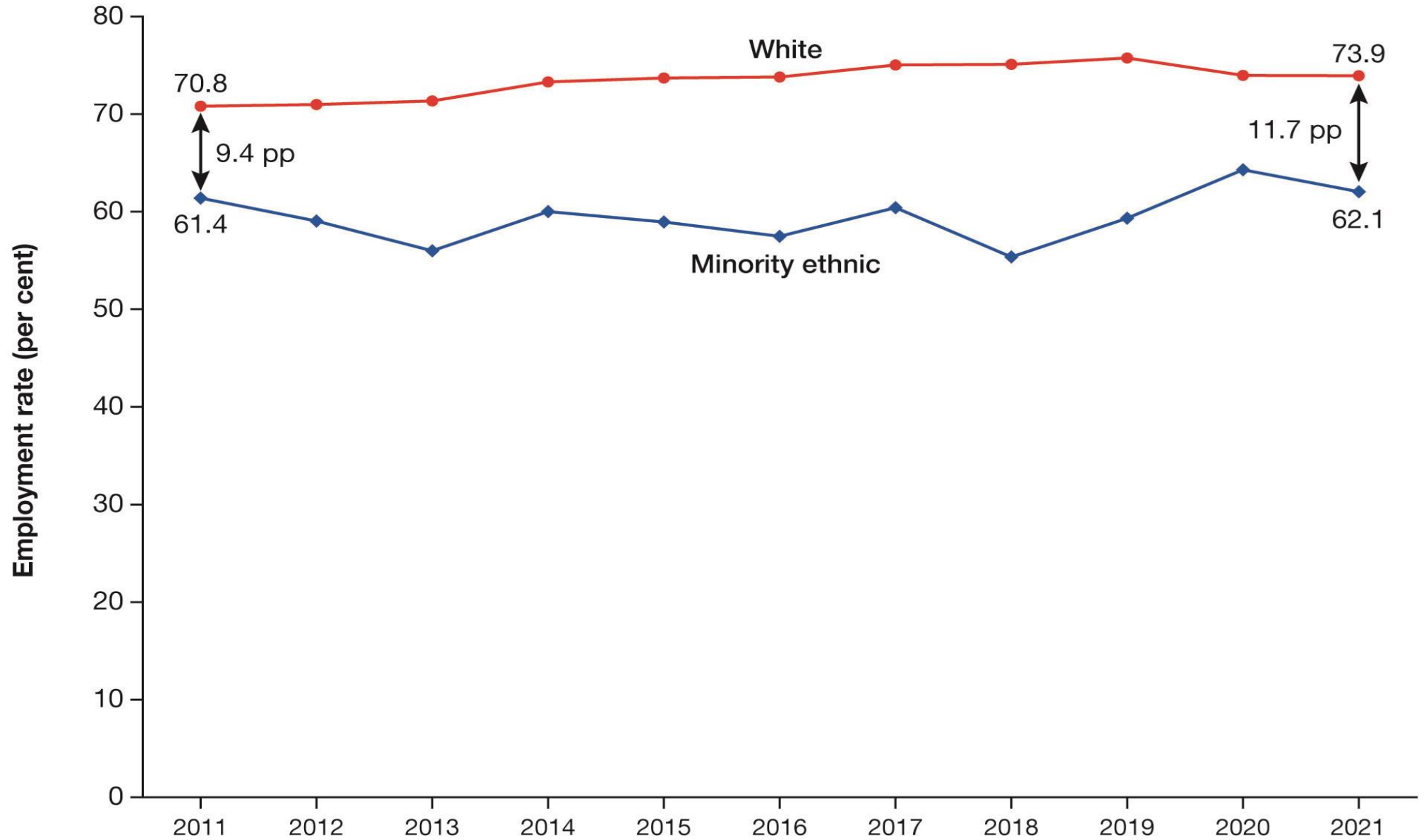
“How many officers are being investigated for racist crimes? How many of us raised issues at the Truth to Power sessions, but we don't have the confidence to raise a grievance? The organisation has taken a neutral position re Black Lives Matter - this is utterly unacceptable.”

“The racism and bullying made me feel like I didn't belong.”

“Muslim officers bullied for praying, yet you can take many cigarette breaks unquestioned. Many white officers constantly tell stories of how BME candidates get through recruitment easier, and are of a poorer quality of candidate because of this. Leads to widespread bullying and people making you feel unwelcome. Supervisors can bully you with impunity, as they use performance management techniques as a cover for bullying you. If a complaint is made by you against your supervisor, they will destroy your character to discredit you.”

Systemic racism

Scotland employment rate for ethnic
and racial minority and White groups
(aged 16-64) 2011-2021



Report of the Independent Review of Deaths and Serious Incidents in Police Custody

Rt. Hon. Dame Elish Angiolini DBE QC

January 2017

- ‘It is not uncommon to hear comments from police officers about a young Black man having ‘superhuman strength’ or being ‘impervious to pain’ and, often wholly inaccurately, as the ‘biggest man I have ever encountered’.
- In such circumstances, ‘police officers may also use force and restraint in order to gain compliance to the exclusion of any focus on the wellbeing of the detainee which can ultimately lead to a medical crisis or death.’
- In several instances detailed by Lady Angiolini, perceptions of threat continue long after prolonged periods of restraint.

Angiolini, E. (2017) Report of the Independent Review of Deaths and Serious Incidents in Police Custody. Available online at: <https://www.gov.uk/government/publications/deaths-and-serious-incidents-in-police-custody>.



‘... ‘PC Bethel described Mr Brooks as "very distressed" and "very excitable and upset". In her answer to a 1994 questionnaire she said that he was "aggressive, anti-police, distressed and unhelpful". To the Kent police she said that Mr Brooks was "powerful and physically intimidating", and that his behaviour was "horrendous". [...] We do not believe that a young white man in a similar position would have been dealt with in the same way. He simply was not treated professionally and appropriately and according to his needs..’

Use of Excessive Force

Christopher Alder (1998)

Handcuffed and pulled semi-conscious on the ground into the police station, naked from the waste downwards. Multiple injuries after being taken into custody.

Sean Rigg (2008)

Handcuffed and restrained in a prone, face down position with legs bent behind and officer body weight for 8 minutes.

Olaseni Lewis (2010)

Restrained by 11 police officers for 30-40 and 20 mins, two sets each of leg restraints and handcuffs, struck three times with a baton.

Ignoring Signs of Crisis

Left unconscious with a head injury, face down in the custody suite for 11 minutes. Clear signs of distress evident in CCTV recordings.

Deteriorated while unattended in a 'rear stack' position. Officers claimed he was "faking"

Officers stated: "We left the room in case he was feigning", and interpreted difficulty in breathing as "aggression and a ferociousness."

Mistreatment of Family

Unauthorised police surveillance, including on matters of legal privilege. In 2011, police revealed they had released the wrong body to be buried.

Autopsy conducted without notification (prior to identification), not kept informed e.g., IOPC settled claim.

Voluntarily self-admitted, neither staff nor police contacted his parents as agreed in the event of requiring help.

Public Briefings / Misinformation

Confidential social service records of all the Alder children, who were brought up in care, were leaked.

Anonymous briefings of assaulting a police officer, public disorder and theft.

Circumstances briefed to a journalist who first informed the family: "The visit from the journalist began a 10-year nightmare which we are still walking".