

Tackling racism in Scotland

Consultation to identify needs and gaps in work to tackle racism, including antisemitism, in Scotland

This report provides a summary of the consultation undertaken by Corra staff from March to May 2022 to gather views on the current state of play on tackling racism, including antisemitism, in Scotland, and on the gaps where current or emergent needs are not being fully met. To learn more about Corra’s work in this area please contact Chrissie Hirst, chrissie@corra.scot, or Shasta Ali, shasta@corra.scot.

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A brief context

Racism, including antisemitism, remains a significant issue in Scotland. A desk review identified several key sources or studies which share information on aspects of the problem.

Research funded by the Runnymede Trust in 2019 found that one-third of the Black, Asian and Minority Ethnic people surveyed in Scotland reported they had experienced recent discrimination, though 60% felt they had confidence in laws against discrimination: the report concluded in 2020 that “racial inequalities are... evident across key sectors in Scotland in ways that warrant public policy interventions”.¹

In late 2019, over 80 experts signed an open letter² warning that understanding of race and racism in Scotland was “rolling backwards”. Media investigations undertaken in 2020 by *The Ferret* have also gathered insights, highlighting Islamophobia in Scotland and the experiences of Muslim women in Scotland³, as well as the experiences of young people facing racism in Scotland⁴. More recently, a BBC Disclosure report into racism in Scotland released in April 2022 reported on the serious issues persisting in education, policing, sport and wider society, as well as gaps in representation of Black, Asian and Minority Ethnic communities in the public sector and senior leadership roles.⁵

Research and discussions on the issue of racism in the Scottish social work sector were published in 2021, sharing evidence that racism exists in social work, in employment, education and experienced both by people who use services and staff delivering these services. The report highlighted the significant impact of racism on social workers from Black, Asian and Minority Ethnic communities and that when racism is reported it is rarely dealt with in a satisfactory way.

Racial crime remains the most commonly reported hate crime in Scotland: in 2020-21 a total of 3,285 charges relating to race crime were reported, *an increase of 6%* compared to 2019-20. Antisemitism also appears to be on the rise: Scotland has a small Jewish community of around 10,000 but in 2021 31 incidents of antisemitism were reported, *double* the number reported in 2020.

This inevitably has an impact on mental health. Research published in 2020,⁶ while not including survey respondents from Scotland, shows that Black, Asian and Minority Ethnic communities in the UK are disadvantaged when accessing mental health and well-being services, including receiving poorer quality care, due to racism, structural and institutional inequalities, fear, stigma and discrimination. In Scotland, recent research exploring the impact of racism and race on the mental health of young people of colour concludes with similar findings.⁷

¹ p6, *Taking Stock of Race Equality in Scotland*, Runnymede Perspectives, [Taking Stock Race Equality in Scotland.pdf \(ed.ac.uk\)](#).

² [An open letter on race and racism in Scotland | Equality updates Information for Glasgow](#).

³ [Islamophobia: Muslim women's experiences in Scotland \(theferret.scot\)](#)

⁴ [Racism in Scotland: Dealing with being different \(theferret.scot\)](#)

⁵ [BBC iPlayer - Disclosure - The Truth About Scotland and Racism](#)

⁶ [The Ubele Initiative - National Mapping Of BAME Mental Health Services - Report](#).

⁷ <https://www.interculturalyouthscotland.org/reports>.

The consultation

Corra invited input from a range of third sector organisations, including larger networks and smaller community-specific organisations. A group discussion was held on Wednesday 27 April, with input also gathered through three one-to-one conversations held in April and May 2022. These were complemented by a jamboard which was used to gather anonymous input and email correspondence with two organisations.

The people Corra spoke to included representatives from a variety of different kinds of organisations, working with a range of Black, Asian and Minority Ethnic communities, including the Jewish community. Approximately equal numbers of men and women were consulted.

Corra offered all those contributing to conversations a small remuneration fee in recognition for their time and expertise.

Feedback on the consultation itself

Participants shared thanks and positive feedback on Corra's approach, appreciating the informality and open discussion.

"Really liked this method of consultation. So different from other methods of consultation."

Participant comment on jamboard

What people told us

Corra asked those participating in the consultation four key questions:

1. How would you describe work to tackle racism, including antisemitism, in Scotland today?
2. Where do you see gaps in existing work and action to tackle racism, including antisemitism, in Scotland?
3. What do you see as emerging needs?
4. What do you think this means for funding work to tackle racism, including antisemitism, in Scotland? What does it mean for other kinds of support?

Views on the current situation of work to tackle racism, including antisemitism, in Scotland today

Racism including antisemitism: (mis)understanding and acknowledgement

Those we spoke to during the consultation told us that racism remains a big issue in Scotland, including within communities and wider society. They told us that despite an increased awareness following high-profile events and the work of the Black Lives Matter movement over the last two to three years, there remains a lack of understanding about what racism is.

People told us that there remains a need to challenge widespread perceptions that Scotland is a non-racist society and address white fragility. They see a lack of understanding of racism as an additional disadvantage or challenge which people experience, and told us they see a need for clear explanations of intersectionality to encourage understanding of racism as an extra exclusion factor on top of others (e.g. to counter arguments such as “poverty affects many more people”).

Organisations also told us that there is a failure in the wider public and institutions to understand that different communities have different needs, and that they can require different services and support. People highlighted that many services are not offered in community languages, interpreter services are not fully functional, and services such as official helplines are often not culturally sensitive. There was clear consensus that many other barriers continue to exist for people from Black, Asian and Minority Ethnic communities. They underlined that *“there is still significant inequalities between the mainstream and BME communities across Scotland and across various sectors. The level of poverty, underemployment, unemployment and lack of access to services are still very, very appalling”* (written input from participant in consultation).

Public bodies, including those with important responsibilities for the wellbeing of communities, were seen as having limited or limitations in their knowledge of different communities in Scotland – and this was seen as linked to a weak understanding of racism and how it impacts individuals and communities. People also noted that funders’ knowledge was lacking: *“some funders don’t understand the difference between BAME communities and those who are not within the BAME community”*.

“The authorities may fail to listen to those who are affected – they believe there isn’t a problem but there is a problem.”

“Some local authorities bury their heads in the sand and say we don’t have a problem – they are not listening to the people that are affected.”

“This is not just about colour but other aspects of people’s lives – other characteristics, nationalities, religion...”

“There is a recurrent misunderstanding of religious communities and religious activities.”

Participants’ views gathered during consultation conversations

Hate crime

People we spoke to shared that they felt there was a serious problem with underreporting of hate crime by Black, Asian and Minority Ethnic communities. They mentioned various reasons for this, including a lack of trust in public authorities, including Police Scotland and public services. This was linked to concerns that little action was taken when cases are reported and that official services receiving reports were not sufficiently understanding and supportive of those who had experienced and been affected by hate crimes and incidents.

People felt that the current system of reporting should be reviewed and strengthened, with Police receiving training to better understand community concerns and perspectives, and to be open to understanding the victim or survivor's perspective of 'why' an incident is a hate crime as this may not be immediately obvious to someone outside that community. They also highlighted the importance of those involved understanding the gendered aspects of hate crime, particularly felt by those from more visible faith groups (e.g. Muslim women, Jewish or Sikh men).

Additionally, people noted that the Police and other duty-bearers need to be more sensitive to the potential impact of international or national events on levels of hate crime as there is a lack of proactive steps which could help prevent or mitigate potentially predictable spikes in hate incidents.

Third party reporting centres are an important part of the system to encourage and support reports but may not be sufficiently linked-in to official responses and action. Organisations we spoke to highlighted that people approach them due to their community links and identity as a trusted and accessible organisation and consequently they undertake substantial case work (social work, hate crime support work) while not receiving acknowledgement or adequate (if any) funding to support for this work.

The mental health impact of hate crime and discrimination was also underlined as a continuing and specific challenge for communities in Scotland. A lack of available resources, in particular specialised and culturally specific mental health support (in community languages, led by Black, Asian and Minority Ethnic community members with an understanding and awareness of community and cultural issues), was noted as exacerbating this challenge.

"The issue is encouraging communities to report hate crimes – there is massive underreporting due to not having faith in the powers and lack of belief in the systems that exist."

"Nothing happens even when you do report."

Incidents on public transport have "resulted in a number of people telling [our organisation] that they are rethinking whether Scotland is a safe place for them."

Participants' views gathered during consultation conversations

Limited institutional capacities and representation

Some of those consulted commented on the legal framework and felt that this provides adequate protection against discrimination and hate crime, but highlighted barriers to positive change as weak implementation by duty-bearers and limited understanding by rightsholders of their rights and how to claim them.

All those we consulted told us that they see a lack of capacity in important public institutions to prevent and respond to racism, including antisemitism. This includes schools, local authorities, NHS Scotland, social services and Police Scotland.

Institutional responses were seen as more linked to responses to specific incidents, and not as strategic commitments to shift practice and generate sustained change.

People felt that institutions need capacity building on racism and on what active, anti-racist action means in their respective fields. They underlined this should be “more training and better training”: it should be meaningful and widespread, entailing more than just short workshops limited to a few ‘focal point’ staff in community-facing roles.

People also noted that capacity building should include greater representation of people from Black, Asian and Minority Ethnic communities in institutions – more teachers, healthcare workers, police, social workers with lived experience of racism and discrimination. They underlined that greater professional representation of communities would have a positive impact on public policies but also on the accessibility and quality of service delivery as staff would bring with them more diverse cultural understanding and language skills. They advocated for additional funding or quota places on professional development courses.

“Drastic events tend to be what sparks institutions to look into that they do and how they can be actively anti-racist... Current work is very responsive and we need more focus on preventive work too.”

“The focus needs to be on institutions and we need action plans and targets to change what they do.”

“There’s a need for repeated professional training – whether teachers, or sector charities or Scottish Government staff.”

“We have always lacked good, accurate, educational materials for schools and public sector workers.”

“Those who should be present are not in these spaces and conversations.”

Participants’ views gathered during consultation conversations

‘Often uneasy’: institutional collaboration with the third sector

Organisations we consulted also reflected on their mixed experiences of collaborating with public institutions and bodies. There was consensus that the institutions which need or could benefit from collaboration most tend not to be the ones open to it. Our discussions

conveyed mixed feelings about co-operation with institutions: there was a general sense that co-operation was inconsistent, usually un- or under-funded and at times uneasy.

The organisations we spoke to were a mix of third sector networks and organisations representing and supporting specific communities. They told us that there was a lack of support and recognition by institutions of the substantial amount of case work their organisations undertake because public services are not providing adequate support. This case work is often un-funded, and organisations expressed frustration with expectations that their organisations can deliver in many areas on a voluntary basis.

There was also a sense of frustration that public bodies, in particular schools, were not making proper use of the third sector 'offer' to support their awareness-raising and other programmes. Organisations we spoke to were keen on the idea of stable agreements with schools to support learning about different faiths or the impact of racism and discrimination.

They saw public sector institutions (local authorities, health boards, police, schools, etc.) collaboration with third sector organisations representing different faiths and communities as a valuable way of addressing a lack of knowledge and awareness among their staff – whether through structured training events or more informal talks. People we consulted also emphasised the importance of cultural institutions working to remove barriers for Black, Asian and Minority Ethnic communities across Scotland, and highlighted cultural institutions' role in creating more inclusive, authentic and therefore critical narratives of Scotland's colonial history.

"Anti-racist organisations often get pushed back due to white privilege attitudes"

"The constant knockbacks [of third sector orgs] has resulted in exhaustion..."

"There are those organisations who are scared to invite people in as they know they have a problem [with racism]... And then there are the good schools which always call us in. Schools with a problem are the ones who don't call"

Participants' views gathered during consultation conversations

Views on moving forward to address needs

People we spoke to highlighted the following sectors as **priorities for action**:

- Schools and education services
- Support for people experiencing hate crime
- Health, including mental health, and
- Youth work.

They also spoke about the **need for different ways of working**, calling for increased:

- cross-community approaches
- evidence and learning
- policy and advocacy to encourage more strategic approaches, and
- the value of community-led and participatory approaches to grantmaking.

Schools and education services

All those we consulted highlighted the need for practice and capacities to improve in the education sector: they felt that schools should be doing more to tackle racism. This includes the capacity of professionals working in education to better support all their students and prevent and respond effectively to any issues related to race, intolerance or discrimination.

People also highlighted the importance of what is being taught in schools in Scotland. They underlined the need for improved curricula – whether in terms of information on different communities or faiths (with involvement of people from those faith groups a basic yet apparently uncommon step), or to support a better understanding of colonial exploitation and legacy. They acknowledged the fact that in some areas more engaging teaching on different communities and faiths can be hampered by limited access to places of worship, but felt this should not be a barrier to “good, accurate, age-appropriate stuff for pupils that tackles ‘otherness’ and has to be done by people who know what they are talking about” (quote from conversation with participant).

“When you go into schools it’s not just the pupils [you need to engage with to build their knowledge and understanding], it’s the staff as well. It’s really important as they are the ones responding to issues and supporting pupils.”

“We need to tackle the misconceptions of religions and races through schools and dialogue.”

“There’s a great need for more training for people in the education sector.”

Participants’ views gathered during consultation conversations

Support for people experiencing hate crime

All the organisations we spoke to provide support for communities affected by hate and intolerance. Many of the organisations we spoke to told us they are providing more formal case work support for social services or for hate crime. With a lack of trust in the police affecting many communities, action to address this, and to encourage people to report and seek help will be important.

In this respect, the role of community reporting facilities is important. Currently there are a number of third party reporting centres across Scotland. However, there seemed to be issues around clarity on the role of third party reporting centres and patchy awareness of where these centres are and how they function. Some comments from participants indicated that Police Scotland may not be regularly engaging with third party reporting centres or promoting their role as alternative places to report hate crime.

Our conversations with organisations pointed to low levels of awareness among communities, the third sector and among the institutions responsible for responding to hate crime – and certainly issues with co-ordination among them. The views we gathered indicated that more action on better collaborative reporting systems and trust-building are needed.

"There is no money for case work or translation support. We are supporting up to 4,000 clients a year and we support people experiencing racism on top of this. There is no additional money for this. It's part and parcel of what we do."

Participant's views gathered during consultation conversations

Health, including mental health

Mental health was highlighted by many we spoke to as a particular area of need. This is an area of health where culturally sensitive practice, as well as language services, are particularly important to successful diagnosis and treatment, and where some communities are not receiving the support they need.

People we spoke to also highlighted the mental health issues which arise from racism, meaning that some from Black, Asian and Minority Ethnic communities are dealing with the double burden of experiencing racism that has led to mental health issues, and for which they are unable to receive proper support and care. They underlined the need for trauma-informed mental health support and training for Black, Asian and Minority Ethnic community groups, which needs long-term investment and support.

Organisations we spoke to highlighted the importance of culturally sensitive mental health support, citing the need for more trained professionals from Black, Asian and Minority Ethnic communities. The point was also made that the support available could be better co-ordinated to help achieve improved services across Scotland.

"We talk about mental health but need a recognition that racism itself causes a specific kind of trauma that creates a need that does not get addresses through mainstream services. Where can children and young people who have experienced racism go, where is a safe space to overcome that issue?"

Participant's views gathered during consultation conversations

Youth work

Young people were also mentioned as a priority group by several of the people we spoke to. People saw youth as an important area to invest in from the perspective of supporting young people from Black, Asian and Minority Ethnic communities to overcome barriers, but also as a social group which has a wider transformative potential and where preventative work would have great value.

They highlighted the lack of resources for young people of colour in Scotland and the lack of funding for youth-led anti-racist work and for inter-faith work. They highlighted a lack of strategic commitments or co-ordination in the youth work sector for action to tackle racism including antisemitism.

They felt that wider, cross-community youth work should be capacitated to tackle racism and build young people's awareness to act as agents of change – and felt that it would be important such work was co-designed by young people from white communities working

alongside Black, Asian and Minority Ethnic communities and with lived experience. More specifically, people noted the need for a national Black, Asian and Minority Ethnic youth-led network to support youth workers across Scotland.

"Youth workers don't know where to find anti-racism training for youth workers"

Participant's views gathered during consultation conversations

Cross-community approaches

Organisations we spoke to underlined the importance of anti-racist work being undertaken across communities in Scotland. They felt 'mainstream' organisations, and not just those representing Black, Asian and Minority Ethnic communities, should be funded for work to tackle racism.

People felt it is important for work to tackle racism to be reframed as a social responsibility which everyone should engage in, and for it not to be seen only as a responsibility for organisations such as their own. They were keen to see more co-ordination and collaboration across the sector among organisations working on joint initiatives which could support multiple communities working together in meaningful ways to tackle racism.

"Antiracist work should not land on BME communities"

Tackling racism should be through "communities coming together rather than the BAME individuals having to do all the work"

"It's important to place responsibility on all communities to tackle racism, not with white saviourism but by coming together to address the needs of every culture and individual within communities."

Participants' views gathered during consultation conversations

Evidence and learning

Some organisations highlighted that there was a need for a more updated evidence base on Black, Asian and Minority Ethnic communities in Scotland. Points were also made about the unhelpful structuring of the census as a tool to understanding different population groups.

Organisations we spoke to also highlighted that there should be more focus on monitoring and evaluation of anti-racist initiatives to support good quality work. People felt that it was important to listen to communities in such assessment, but that communities should also be held accountable and have responsibility themselves for programmes they lead or are involved in. People felt that exploring new ways of learning is important, and felt that space, time and resources to do this were needed.

Two people also highlighted the value of learning from work undertaken in other countries, noting that funding restrictions often act as a barrier to international collaboration.

"I don't see much targeted research into what people are experiencing or properly targeted anti-racism programmes."

"Evaluation – gaps in this as there isn't enough done to address the learning and to use this moving forward."

Participants' views gathered during consultation conversations

Policy and advocacy to encourage more strategic approaches

Organisations we spoke to agreed that there was a need for more policy and advocacy work to tackle structural racism in Scotland. They noted that while there is both public and independent funder support for service provision, strategic interventions and policy work are rarely supported despite their importance.

"If you agree that racism is a structural problem (which I think you do) then the solution has to be structural as well. As such, we need funders to support interventions that aim to tackle structural racism. This work by its very nature will be resource-intensive and will require longer-term support."

Participant's views gathered during consultation conversations

Value of community-led and participatory approaches to grantmaking

Some members of the group spoke of their involvement in recent community-led grantmaking initiatives. These involved participatory approaches where service users were able to make decisions about funding priorities based on their understanding and insights into community needs. They felt that similar approaches would benefit Black, Asian and Minority Ethnic communities, and would also help to alleviate the pressures of competition for funds and trends in funding themes.

"Could funders flip the approach so that organisations don't match what funders want, instead, have communities come to funders and funders match what the communities need."

Participant comment on jamboard

Views on how funding could better support work to tackle racism, including antisemitism

Overall, organisations told us that funding for work to tackle racism, including antisemitism, was limited and competitive. People told us that this undermines opportunities for collaboration across sectors and on inter-faith initiatives and is a barrier to organisational and staff development – they also highlighted that they saw a proactive role for funders in supporting better co-ordination and capacity building of Black, Asian and Minority Ethnic-led organisations and groups.

Organisations we consulted observed that while they had noticed a boost in funding related to Black Lives Matter activism, their sense was that this was now over and receding again. Many working to tackle racism and support Black, Asian and Minority Ethnic communities expressed frustration with an increased focus on these issues and their work in 2020-21 which they now see is fading despite serious problems.

The negative effect of funding 'trends' and need for core and unrestricted funding

Organisations were unanimous in telling us how unhelpful recurrent new trends or themes in funding are and the negative effect these have on organisations which are trying to deliver core services. They told us how thematic funding programmes mean they need to repackage or reframe their work, sometimes also develop new strands of work, in order to apply for funds.

The pressures of responding to new themes (which they highlighted were selected without community consultation) means that fund-raising is a greater drain on staff time and a more stressful exercise. It also means organisations are pressured to respond to new initiatives in order to fund staff posts linked to those, while those staff are often still trying to deliver core programmes. This includes providing support for those affected by hate incidents.

People told us about how important it is that funding is available for core costs and organisational development. They saw this as vital for organisations to support their own growth and to invest in staff and in the communities they represent through traineeship or professional development opportunities. They underlined the need to recognise staff value and skills and to ensure that staff from all communities are being paid at equal levels. They also told us how valuable funding for capacity building is for organisations and communities.

"We are so often asked to create a new shiny idea for the next round of funding, to fit a new idea of the new theme of funding. We want to have a long-term stable intervention, yet funding calls ask us to reframe to fit the new trendy idea."

"We get worried we won't get the funding if we are not 'flavour of the month' and 'if we don't fit the flavour'."

"The funding that is available does not allow organisations to think about growth."

Participants' views gathered during consultation conversations

The challenge of short-term funding and expectations of fast results

Organisations told us that short-term approaches to funding also pose a problem for staff retention and act as a disincentive for investment in staff skills and professional development. They also mean there is little space, capacity or resources to support organisational development and capacity building or innovation.

People told us that longer periods of funding are also important in terms of being able to show change and achievements from grants.

They also highlighted that some funders expect to see results overnight and need to appreciate that more time is required, both for the lead-in and trust-building required to engage some communities and for the work itself. They felt that this desire to see quick results has also led to a preference for 'quick wins', meaning that trickier areas or issues have not been tackled.

"Staff know a grant is coming to an end so look for new jobs – the staff turnover destabilises our work, and then new people we recruit need to be trained up... the lack of continuity and stability of core funding affects our team and our work."

"Change can't be achieved in 1 or 2 or 3 years"

"Easy sectors are prioritized, but harder, amorphous issues are not being tackled: if you can't tick a box in 6 months you get less attention and action."

Participants' views gathered during consultation conversations

The importance of centering communities in funding programmes and decisions

Organisations we consulted shared various perspectives related to the importance of centering communities in planning and funding work to tackle racism, including antisemitism.

They highlighted the value of human rights-based approaches and the PANEL principles for anti-racist work, emphasising the benefits of supporting community-led or participatory grantmaking where communities affected are involved from the outset.

They also underlined the importance of communities being involved in decision-making about what is needed, so having influence over funder priorities. This extended to points made about the importance of having Black, Asian and Minority Ethnic communities represented in funder staff teams.

They also spoke about the need to recognise that some areas bring more challenges, whether work in rural areas or with particular communities, and that funding programmes should ensure this is properly considered and resourced.

Funding for work to tackle racism in Scotland: relevant learning

A number of helpful reports have been released recently regarding funding work to tackle racism and related learning. These sources have also guided our thinking and we have summarised key findings below.

The Colour of Funding: Racialised minorities in Scotland, 2019⁸

Recommendation 1: Funders should demonstrate their duty of care through showing they understand how racism creates “the causes of the causes” of social inequality - before releasing funding.

Recommendation 2: Funders should have internal structures to support funding beneficiaries.

Recommendation 3: An advisory board with scholars of racialisation and expertise from communities racialised should be created with immediate effect to support funders understand when and how they perpetuate racialisation through funding mechanisms.

Recommendation 4: An interactive live depository should be created for funders to navigate and locate themselves publicly to demonstrate alongside the funding call what their funding vision is building on for communities.

Recommendation 5: The Scottish Government should: Review and update its discourse surrounding racialisation; Change the shape and approach to funding intermediary organisations; Ensure accountability of intermediary organisations.

Embedding direct experience into applications and assessments – Comic Relief Global Majority Fund (UK wide) case study, 2022⁹

Tips for funding organisations led by and for communities experiencing racial inequality and embedding lived experience into decision making:

- *Critically review your processes* – think about how accessible your application process is, who is reviewing applications? What bias might they carry and how might that influence the process?
- *Create a space where external consultants who have lived experience can meaningfully contribute and can provide constructive challenge.* Funders need to begin this journey from a point that we are not the experts – those that we fund are – so we won’t have all the answers and some of our practice may not be suitable or fit for purpose – we need to be open to change. It goes without saying that lived experience needs to be respectfully remunerated always.

⁸ Summary of work undertaken by Dr Ima Jackson, Judy Wasige, Titi Farukuoye and Tina Yu for the Runnymede Trust. Also presented in recorded discussion: [The Colour of Funding - YouTube](#).

⁹ <https://www.ivar.org.uk/publication/embedding-direct-experience-comic-relief/>

- *If you have relationship with established organisations, start there* – it's a good foundation to allow you to be challenged. We've had some really great conversations with Experts by Experience consultants - especially about funding unconstituted groups and how we support unsuccessful applicants! It was fantastic and really pushed Comic Relief to challenge our ways of working. If these consultants were working with us for the very first time, I don't think they would have been comfortable to be so vocal.
- *Have a conversation with your board and finance team as early as you can!* This will be helpful to explore and think creatively about how to mitigate risk.
- *Give core funding!* It is key to invest longer term and in a way that is more sustainable for the organisation. It is expensive – both to funder and the funded partner to constantly start and wind down programmes. Consider larger and longer investments – which enables you to create a better relationship with partners, learn from each other and to really begin to make a difference. Unrestricted funding is a lifeline, and we need to remember programmes don't run in silos and the limits on how much funding can be used for core costs can really squeeze organisations as they try to position themselves to be 'fundable', reducing their overheads to be eligible for funding.

CR learning from Global Majority Fund distribution (across UK)

- The importance of funders recognising that some of the most experienced and best placed Black and minoritised led organisations working with their communities are not constituted or registered, and a requirement for formal registration can be both an obstacle and a disadvantage for organisations seeking to be flexible.
- Gathering data on which ethnicities are being supported is important but complex and more effort needs to be put here to get a clearer picture of who is and is not being reached.
- Grant management and administration needs to be properly resourced as smaller organisations may need a high level of support in a number of areas, and funders should structure systems in a way which means that smaller grassroots organisations are not unfairly disadvantaged by being in competition with more established organisations.
- Funders should stop expecting organisations to work with every community and accept that for some it is more appropriate to work with specific communities.
- Organisations welcomed people of colour participating in assessments on the 'funder' side – they felt they didn't need to explain the contextual complexities of racial injustice and inequality which can be traumatising and exhausting.

Next Step Initiative Evaluation Report-Comic Relief Grant Programme in Scotland, 2021¹⁰

- The importance of good communications to reach small grassroots organisations and value of NSI's use of an intermediary.

¹⁰ Compiled by Jackie Howie for Learning Link Scotland, August 2021.

- The importance of the application process being quick and easy, and value of this being developed by those with lived experience of Black, Asian and Minority Ethnic communities.
- The value of funders providing core funding and not limiting applications to project funding, recognising that successful initiatives can take time to get off the ground and that day-to-day operations and staff require resourcing.
- The value of engaging networks of support and working with grassroots organisations representing Black, Asian and minority Ethnic communities to help ensure funding is accessible and organisations applying are properly supported.

Booska Paper: Exposing Structural Racism in the Third Sector, 2021¹¹

- Addressing racism requires sustained, long-term investment.
- Funders should now recognise that putting Black and minoritised people in positions doesn't automatically equate to being anti-racist.
- Intersectionality has to be taken into account when considering ring-fencing funding.
- Funders should check that research to inform their funding decisions is from a decolonised perspective.
- Funders should change transactional relationships with the community to relational.
- Publishing data about the application processes is just one aspect, funders need to publish information such as who is being turned down and for what reasons to demonstrate accountability.
- Funders must shift the narrative, culture and view of their role – e.g. too many Black and minoritised community organisations are receiving feedback that the reason they are not getting funding they need is because their applications are just not good enough.
- Funders should foster collaboration over competition to ensure funds are distributed across ethnicities and geographies.
- Funders should prove legitimacy by publishing and demonstrating how they are taking accountability for where their money comes from.

Corra Foundation, Insight Briefing Equity Programme 2022¹²

- Building relationships with communities needs space, time and trust. This work also requires approaches and processes that are flexible and inclusive for the groups, so that their voices and ideas for change are at the centre.
- The importance of participatory processes involving at least one facilitator from the community or well-trusted by the group.
- The need to listen deeply and take time to understand where people are at.
- The need to balance giving space with providing support and structure in a helpful way.

¹¹ [The Ubele Initiative - Booska Paper](#)

¹² [The Equity Programme Insight briefing_110222.pdf \(corra.scot\)](#)

- Appreciate that different groups may need different approaches and for some it may be better if the funder is not in the room.
- Anticipate that new processes and procedures may need to be set up internally.

Corra Foundation, Insight Briefing Henry Duncan Grants 2022¹³

- The importance of collaborative decision-making involving staff with a range of knowledge, lived experience and expertise.
- The importance of leadership support from senior management and trustees to 'shift the power'.
- The need for dedicated time and resources, including dedicated staff time, to redesign the Henry Duncan Grants with a racial justice lens, including funding materials co-produced by people with lived experience of racial injustice.
- The importance of involving Black, Asian and Minority Ethnic staff in information and advice sessions with potential applicants.
- The value of having follow-up conversations with applicants as part of the application review phase and understanding this as a key step to improve equity among applicants.
- The need to be open to reflection and learning, including holding uncomfortable conversations.
- The value of being proactive with reaching out to Black, Asian and Minority Ethnic communities and networks, and being adaptive to respond to what people told us.
- The importance of investing in relationships, considering capacity building needs and allocating resources to help engage and reach the communities we are seeking to support.

¹³ [Bringing a Racial Justice lens to Corra's Henry Duncan Grants -](#)

About Corra Foundation

Corra Foundation exists to make a difference to the lives of people and communities. It works with others to encourage positive change, opportunity, fairness and growth of aspirations which improve quality of life. Corra wants to see a society in which people create positive change and enjoy fulfilling lives.

In 2020 Corra launched a ten-year strategy. It is long term because making a difference on the big challenges will take time. At its heart is the strong belief that when people find their voice, they unlock the power to make change happen.

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