

**To: Forum for Empowering Communities Group**

**On: 11<sup>th</sup> March 2021**

**Report by: Diversity and Equality Alliance in Renfrewshire Group**

**TITLE:**

**DIVERSITY EQUALITY ALLIANCE IN RENFREWSHIRE GROUP ANNUAL  
UPDATE REPORT 2020**

**1. Summary**

Diversity Equality Alliance in Renfrewshire Group (DEAR) is a network that supports positive action change and empowerment that's impactful, inclusive & accessible. Membership of the group consists of third sector equality groups and public partners who work together to ensure that all diversity and equality activities are supported within Renfrewshire.

At the beginning of 2020, the DEAR group established new terms of references and agreed on key outcomes along with operational structures on how these outcomes will be delivered. Under the new arrangements, the group has also agreed to produce annual update reports which aim to provide an update on the DEAR group's key achievements and developments.

On 18th February DEAR group members agreed the Diversity Equality Alliance in Renfrewshire group annual update report 2020. The report provides an overview of the Diversity Equality Alliance in Renfrewshire group's activity, highlights partnership working and major developments between January and December 2020.

**2. Recommendations**

It is recommended that Renfrewshire Forum For Empowering Communities notes the Diversity Equality Alliance in Renfrewshire group annual update report 2020.

### 3. **Background**

Diversity Equality Alliance in Renfrewshire Group (DEAR) is a network that supports positive action change and empowerment that's impactful, inclusive & accessible. Membership of the group consists of third sector equality groups and public partners who work together to ensure that all diversity and equality activities are supported within Renfrewshire.

At the beginning of 2020, the DEAR group established new terms of references and agreed on key outcomes along with operational structures on how these outcomes will be delivered. The agreed DEAR group outcomes are:

- Outcome 1: Increase engagement and access to opportunities of underrepresented groups and those with protected characteristics through participation in civic, organisational and community life.
- Outcome 2: Local people experience less discrimination and disadvantage by improving quality of life and enabling independent living.
- Outcome 3: Local people are positive about relations across the communities, promoting equality, community cohesion and celebrating diversity.
- Outcome 4: Communities with protected characteristics feel safe and free from harm, confident and supported to report hate crime.

Under the new arrangements, the group has also agreed to produce annual update reports to provide an update on the DEAR group's key achievements and developments to the wider Community Planning Partnership.

On 18th February DEAR group members agreed the Diversity Equality Alliance in Renfrewshire group annual update report 2020. The 2020 annual update report is attached within the appendices of this report. The main summary report provides an overview of the key activities undertaken against the group's outcomes in 2020 during the Coronavirus crisis by members of the group and community planning partners.

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# **DIVERSITY EQUALITY ALLIANCE IN RENFREWSHIRE GROUP ANNUAL UPDATE REPORT**

**January – December 2020**

# 1. Introduction

Diversity Equality Alliance in Renfrewshire Group (DEAR) is a network that supports positive action change and empowerment that's impactful, inclusive & accessible. Membership of the group consists of third sector equality groups and public partners who work together to ensure that all diversity and equality activities are supported within Renfrewshire. Members of the group positively represent and celebrate our diverse communities in meaningful ways, share resources and collaborate to engage and empower our communities.

This report aims to provide an overview of the Diversity Equality Alliance in Renfrewshire group's activity, highlight partnership working and major developments between January and December 2020.

At the beginning of 2020, the Diversity Equality Alliance in Renfrewshire (DEAR) group established new terms of references and agreed on key outcomes along with operational structures on how these outcomes will be delivered (See Appendix 1 & 2).

The agreed DEAR group outcomes are:

- Outcome 1: Increase engagement and access to opportunities of underrepresented groups and those with protected characteristics through participation in civic, organisational and community life.
- Outcome 2: Local people experience less discrimination and disadvantage by improving quality of life and enabling independent living.
- Outcome 3: Local people are positive about relations across the communities, promoting equality, community cohesion and celebrating diversity.
- Outcome 4: Communities with protected characteristics feel safe and free from harm, confident and supported to report hate crime.

Since the first positive case of Coronavirus was confirmed in Scotland on 1st of March 2020 major changes were made to how groups and organisations deliver services across Scotland. As coronavirus cases rose rapidly in Renfrewshire, service delivery moved to digital and telephone service provision. This has changed how communities engage and access services in Renfrewshire. In 2020 Renfrewshire communities experienced 3 lockdowns which imposed strict restrictions on leaving home, meeting people from other households, accessing certain services such as non-essential shops, restaurants and going to schools:

- 23rd March 2020 – UK prime minister announced a nationwide 'Stay at Home' order.
- 17 November – Renfrewshire moves into Level 4 restrictions (2nd lockdown).
- 26 December – Renfrewshire moves into Level 4 restrictions (3rd lockdown).

The restrictions and lockdowns also have impacted how DEAR group members met and worked in partnership with each other throughout 2020 as most of the partners moved to remote working.

Moving to remote working imposed certain challenges at the beginning of the Coronavirus pandemic as partners had to adapt quickly to service provision online. Some organisations made a decision to stop operating as they did not have the infrastructure for remote working.

To support Renfrewshire Communities better the Diversity Equality Alliance in Renfrewshire group met every 2 weeks from March until August 2020 to ensure that members and representatives of

local equality-led groups have up to date information and an opportunity to raise any issues or challenges as the situation with the pandemic unfolded. As members continued to adapt to the new “normal” ways of working it was agreed that the meetings will take place monthly from August 2020 and onwards.

The Diversity Equality Alliance in Renfrewshire Group progress update report 2020 aims to provide an overview of how members worked together during the Coronavirus outbreak.

## 2. Update on Equality Outcomes

### Outcome 1: Increase engagement and access to opportunities of underrepresented groups and those with protected characteristics through participation in civic, organisational and community life.

As coronavirus unfolded in Renfrewshire local groups and organisations moved to digital and telephone service provision. One of the key priorities for the Diversity Equality Alliance in Renfrewshire group at the beginning of the Coronavirus pandemic was to establish a digital presence. Representatives from Renfrewshire Council, Renfrewshire Effort to Empower Minorities, Pachedu and Outspoken Arts formed a marketing sub-group to work together to develop DEAR group logo, website and social media presence, thus increasing engagement and access to information on local support available to underrepresented groups and those with protected characteristics during COVID-19 pandemic.

In May 2020 the [DEAR group website](#), [Facebook](#) and [Twitter](#) platforms were launched. The website and social media statistics show that the DEAR group's engagement with partners and the local community continues to grow. The marketing subgroup continues to manage and monitor online presence. In 2020 the DEAR group website had 205 visitors and 591 views, Facebook page gained 34 followers and Twitter page gained 122 followers.



DEAR group logo designed by Indie McCue, Visual Arts Officer, Outspoken Arts

Over the last 10 years, there was a significant rise in ethnic diversity in Renfrewshire. As a result in April 2020, a New Buddies Network Officer post went live with Chigozie Joe Adigwe coming into the role on 6th April. Urgent demands on the post have been focussed on responding to the COVID-19 pandemic and in particular supporting new and existing ethnic community groups to access emergency funding, food provision, digital training, using creativity in recovery, and other support.

Third sector groups and organisations faced many issues as a result of the Coronavirus pandemic. A major issue for many groups and organisations was how to provide urgent services to those who are affected by COVID-19 and fund the sudden increase in costs.

Scottish Government set in motion several funding sources for organisations to apply into. Also, national funders, such as National Lottery Community Fund, Corra Foundation and Foundations Scotland reshaped the way they provided funding for projects and activities dealing with the impact of COVID-19. Engage

Renfrewshire played a crucial part in support local groups, including equality, led groups, with their funding applications. As a result, a total of 157 groups were awarded funding for projects that were and are addressing the impact of COVID-19.

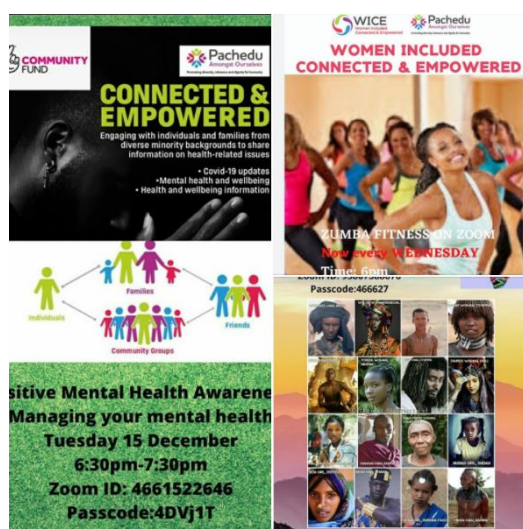


An example of one of the projects that were supported by Engage Renfrewshire and funded by National Lottery Community Fund is a brand new radio station called [Jambo! Radio](#) which was launched in June 2020. The National Lottery Community funding helped to buy broadcasting equipment and set up the station. The radio station aims to educate and entertain the growing Afro-Caribbean population of Renfrewshire. Eight different languages are spoken by people of Afro-Caribbean heritage on the station. The Jambo! Radio provides information on a variety of issues, but most importantly, it gives people information on how they can get help, where they can go for food and support for them and their families during the Coronavirus crisis.

In addition to that Engage Renfrewshire hosted several online funding information sessions throughout 2020. This included a spotlight session with BBC Children in Need which was attended by 16 local organisations. In October joint online sessions with Renfrewshire Council focusing on external funding support available were delivered to 18 third sector groups. On 8<sup>th</sup> October Engage Renfrewshire hosted a very first Virtual Funding Fayre. 25 organisations attended the fayre and met the funders from Robertson Trust, National Lottery Community Fund, Foundation Scotland and Renfrewshire Council.

Renfrewshire's Local Partnerships, 7 networks across Renfrewshire that are made up of community representatives, councillors and others with a strong link to the area, distributed over £347,000 of funding and supported 188 community projects which addressed local priorities. Local equality led groups such as Renfrewshire Access Panel, Renfrewshire Effort to Empower Minorities and Dates-n-mates Renfrewshire benefited from the funding. In addition to that, The Celebrating Renfrewshire fund, a fund designed by and for young people, distributed £124,437 to 68 local, youth projects. 1,721 young people aged 12-25 participated in the online participatory budgeting process and had direct say on which projects should be funded in their local area. Some examples of organisations that young people have chosen to support include Afroscots United Fc, Renfrewshire Carers Centre (Young Carers), Outspoken Arts and Pachedu.

West of Scotland Regional Equality Council continued to hold weekly virtual drop-in sessions supporting individuals to develop career goals, employment, volunteering and community engagement with 10 individuals being supported as a result of these sessions. In addition to that, 2 employability sessions were delivered to equality communities, as a result of previous concerns being raised regarding the employability within BAME communities. The sessions were delivered in September with 25 people attending them.



Pachedu continued to deliver vital services to Renfrewshire's Black communities to ensure that they are engaged with relevant services and aware of the help that is available during the Coronavirus pandemic. An example of the project that was delivered by Pachedu is Stay Connected Project which delivered community conversations about Coronavirus crisis. 60 people attended the conversations and expressed their worries and anxieties as a result of Coronavirus crisis. Delivery of the Health and Wellbeing Project was developed in response to BAME communities raising concerns about their health and wellbeing as a result of Coronavirus pandemic and its restrictions. Connected and Empowered project has been holding weekly Zoom meetings discussing mental health and



other related issues such as Employability, Volunteering, Social security benefits, Breast cancer awareness, poverty, financial literacy, asylum seekers and refugees. These sessions were delivered in partnership with various organisations such as Scottish Refugee Council, West of Scotland Regional Equality Council, Kairos, Engage Renfrewshire, RAMH, Renfrewshire Council (Invest in Renfrewshire), Poverty Alliance and Interfaith Group. Weekly participation records an average of 15 persons per session. Women Included Connected & Empowered (WICE) Project continue to deliver weekly Virtual Zumba sessions for women. The project has been very successful with an average of 18 participants per session.

[Kairos](#) Women's Space, women's initiative created and led by local women, quickly adapted to the Coronavirus circumstances and moved their services online from March 2020. This included a weekly pub quiz, "Let's talk" discussion space. The groups worked with Renfrewshire Leisure on their Paisley Museum project which involved the Paisley Museum team to deliver workshops to Kairos women on various topics such as women's history and how to do research online. Kairos has few social media groups formed which allow members informally engage with each other whether it is through their Creative Café or cooking classes. During the Coronavirus pandemic, the group provided weekly support calls to women and sent wellbeing packages and parcels as required. This included things around physical and mental health as well as food & craft. The delivery of the wellbeing packs commenced in Summer 2020.

Police Scotland is acutely aware that the diversity of our communities is increasing all the time. The importance of our communities being able to relate to police officers is recognised by Police Scotland and therefore they are actively reaching out to our BME communities to encourage them to consider a career in policing. On 8<sup>th</sup> October Police Scotland held an online Police recruitment session which was aimed at Scotland's increasingly diverse BME population. During the online recruitment event, attendees learned about the recruitment process, the training, the role of a police officer and other opportunities which would be available to them once this career path is chosen.



In recent months the Police Scotland Safer Communities division made the proactive decision to imbed a full-time officer within the Kibble Care and Education Centre - Kibble. Kibble are the largest independent child and youth care service provider in Scotland with their main campus based within the division. Although local officers have been working closely with Kibble for many years the embedding of an officer was an excellent vehicle to engage with some of the most troubled young people in Renfrewshire. This deployment provides the crucial opportunity for the young people to engage with Police Officers in a manner which will differ from their regular dealings with the Police whilst in the community.

To develop an adequate response in a way that meets Renfrewshire's community needs, partners agreed that a deeper understanding of the impact of COVID-19 in Renfrewshire must be established. Thus, partners took forward a Community Impact Assessment. In December, an engagement with underrepresented groups and those within protected characteristics took place to understand what the Coronavirus pandemic and the lockdown has meant for them, their families, health and wellbeing, choices and way of life. The Diversity Equality Alliance in Renfrewshire group acted as a key local network that supported this engagement. The findings of this engagement and an overall Community Impact Assessment will inform the development of Renfrewshire's Social Renewal Plan which will be published in Spring of 2021.

Alongside other support offered to the third sector, Engage Renfrewshire also offers learning events, training and webinars. In 2020, Engage Renfrewshire organised and delivered many training sessions to Renfrewshire's third sector group. Some examples of the sessions include Committee Skills, Digital Training, Scottish Charity Incorporated Organisations explained, Reopening your business/charity/community halls, Social Enterprise Toolkit, Community Asset Transfers, Branding Recognition. Overall, 156 people have attended Engage Renfrewshire sessions from 134 organisations.



## Outcome 2: Local people experience less discrimination and disadvantage by improving quality of life and enabling independent living.

Following the events and movement of Black Lives Matter in 2020 in America and worldwide the Diversity Equality Alliance in Renfrewshire (DEAR) Group agreed on 11th June 2020 that there is a need to explore the issue of racism towards Black communities. The group highlighted that more needs to be done to educate communities about the issues that Black communities are facing and identified the need for a response.

[The Black Lives Matter: Renfrewshire](#) group was formed following DEAR group member discussion on the issue of racism towards Black communities. The group is led by black & ethnic minority voices with representatives from KAIROS, PACHEDU and Engage Renfrewshire. The remit of the group is to agree on a set of actions that will steer the activity of the group, leading to the formation of a local, community response within Renfrewshire.

On 24<sup>th</sup> September 2020, the Council agreed to [the motion to produce and implement anti-racist teaching resources into the school syllabus](#) which was put forward by Councillor Campbell. This includes education across the British Colonies in the great wars, to recognise the longstanding effects of colonialism around the world and to teach the facts in their entirety on the regrettable and significant part Britain played in the slave trade economy.

The Council also agreed to provide training and guidance to educators to discuss sensitive topics around racism, the role of Britain and its imperialist influence and equipping them with the confidence and support needed to teach this necessary education.

Since the tragic events that took place at the Park Inn Hotel in Glasgow on 26th June 2020 which resulted in a death of an asylum seeker and serious knife injuries of 6 people, the Scottish Refugee Council (SRC) worked together with Police Scotland to engage with refugee and asylum seeker community and inform Police officers about some of the needs that exist amongst the community members. Scottish Refugee Council and Pachedu facilitated community reassurance meetings with Police Scotland, MEARS Group and the Home Office. SRC continue to engage with Police Scotland after the Park Inn Event. Both organisations were working together on a guidance document about supporting refugees & asylum seekers. This guide will be used by Police officers across Greater Glasgow and Clyde area.

On 10<sup>th</sup> September SRC published a report called [“The impact of COVID-19 on refugees and refugee-assisting organisations in Scotland”](#) which presents findings on how people were feeling and coping as the country emerged from lockdown in July 2020. Loneliness, isolation and food poverty are key concerns which are highlighted in the report. Key findings of the report are also available in Arabic, English, Farsi and Kurdish Sorani.



As the pandemic began, many community groups in Renfrewshire became involved in providing food. Some of the organisations were already set up for some level of food provision and increased their provision in response. For example, Pachedu's Stay Connected Project in Partnership with West of Scotland Regional Equality Council delivered food parcels to 40 families from BAME communities (95 people).

  
**PACHEDU**  
 Amongst Ourselves  
 Promoting diversity, tolerance and dignity for everyone  
**PAMOJA**  
 In partnership with WSREC's  
 Staying Connected through COVID-19

Phone in from Monday to Friday between 12pm and 3pm  
 on 07377 937941 to request food packs, for advocacy  
 support or any of our related services.

Phone in from Tuesdays on 074150 09677 for  
 information on joining the weekly family zoom calls on  
 health and wellbeing information and any other issues  
 that you need support with.

All Contents will be shared on Pachedu Social Media  
 & Website. Please follow us on:  
 f pachedu.org    @Pachedu01    pachedu  
 in pachedu-amongst-ourselves

The Tannahill Centre  
 76 Blacktown Road, Ferguslie Park, Paisley, Renfrewshire PA3 1NT  
 For more information please contact Pachedu  
 Tel: 07476 952455 | Email: info@pachedu.org | www.pachedu.org






Scottish Charity No. SC768681

Renfrewshire Effort to Empower Minorities (REEM)

  
**EMERGENCY FOOD PARCEL**  
 Are you or do you know anybody who is isolated, going through financial  
 stress and need emergency support?

Renfrewshire Effort to Empower Minorities (REEM) is continuing to support  
 ethnic minorities in Renfrewshire with:

- Help with emergency foodstuffs
- Maintaining social contact with those who are lonely
- Information & guidance on financial, social & health wellbeing

Please send an email or text on the contacts below:



Email: info@re-em.org.uk  
 Tel: 01412371595/07845 910 946

This Program is Supported by:



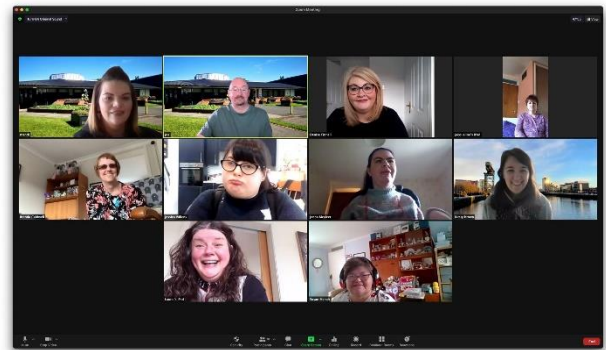
Others have never been involved in food provision before. A regular meeting forum was set up for these groups to share information, good practice and offers of help. The forum is organised by Renfrewshire Council with the support of Engage Renfrewshire (Renfrewshire's Third Sector Interface). As part of discussions, some groups decided it would a good idea to receive food through FareShare and have this coordinated across Renfrewshire. FareShare is a charity ordinarily providing community organisations with surplus food from supermarkets and other suppliers. They were funded by the Scottish Government to provide emergency food to community groups which are bought in. Community groups agreed to coordinate the delivery and distribution in Renfrewshire. In this way Kibble and RAMH provided transport support; the Tannahill Centre provide a space for sorting the food; and Renfrewshire Council and Engage Renfrewshire organised staff and volunteers to sort the food and distribute it. Community groups such as Erskine Community Unites, the Star Project, Lochwinnoch Food Committee, Ferguslie Support Group (including the Darkwood Crew), Home Start, Kairos (Active Communities) and Stronger Communities Glenburn benefit from this arrangement. In 2020 around 600 households benefited each week from food support from one of Renfrewshire's community organisations providing food. As the Scottish Government funding finished in September, but the need remained, Renfrewshire Council managed to identify funding to secure the highest level of FairShare membership for the network in Renfrewshire.

During the COVID19 crisis Renfrewshire Council, in partnership with Renfrewshire Health & Social Care Partnership and Engage Renfrewshire, have launched a network of Neighbourhood Hubs to provide practical support to residents and community as the lockdown restrictions continue, such as delivering shopping and wellbeing support. These Hubs are both physical and virtual with the physical Hubs located in Paisley, Renfrew and Linwood. The Hubs are expertly staffed and work with voluntary organisations and groups to support people in a range of ways. Where members of BAME communities have requested community-specific support, this has been sought from West of Scotland Regional Equality Council, local groups such as REEM or religious groups. The Hub staff use language interpretation support when needed, but are also alert to responding to specific cultural needs. The staff work closely with BAME led community groups to connect people to appropriate support. An example might include connecting a household with an organisation who can provide halal food, or who can provide a culturally specific support service such as West of Scotland Regional Equality Council. What groups are willing and able to provide support has been evolving with the pandemic.

In late March 2020, the Disability Resource Centre temporary closed due to the increasing impact of Coronavirus. As a result of this, customers were unable to attend the centre. As the pandemic progressed, it was identified that a new method of service delivery was needed in supporting customers to maintain contact with the service and with each other. Also, the need to overcome loneliness, improve mental health and offer support was an additional contributing factor.

With funding from the Wellbeing Fund as part of their 'Lives Apart' initiative, the Resource centre proceeded to organise their online groups utilising the resources that were previously used within the centre. The Lockdown Lounge (Heritage) group, Dirty Feet Dance Co, DRC Art Group and the Love Street Singers were moved to digital format. The Disability Resource Centre invited their customers, carers, volunteers and staff members to participate in these group sessions. The sessions aimed to help combat the isolation that centre customers and their carers may be experiencing. The feedback from the sessions indicated that participants were delighted to see each other and having the opportunity to interact with each other. It helped them build confidence, improve mental health and combat loneliness. It exposed some customers to activities that they had never considered before.

Through 'Connecting Scotland' programme the Disability Resource Centre secured 4 iPad's and 4 MiFi routers that would allow connection to the internet. The centre worked together with Renfrewshire Neighbour hubs to deliver digital equipment to customers that lived alone and did not have access to the internet.



## Outcome 3: Local people are positive about relations across the communities, promoting equality, community cohesion and celebrating diversity.

On 28<sup>th</sup> November 2019, the DEAR group agreed to lead on 3 anchor events to strengthen positive relations across communities, promote equality, community cohesion and celebrate diversity. Members agreed that the three anchor events will be supported by the group. They were International Day Against Homophobia, Transphobia and Biphobia (sexual orientation); Black History Month (race) and Renfrewshire Interfaith week (religion or belief). Unfortunately, due to COVID-19, all events took place online with Renfrewshire Interfaith week events not going ahead.



17th May marked an annual, worldwide celebration of LGBTQI+ communities. The date is known as International Day Against Homophobia, Biphobia and Transphobia (IDAHOBiT). The theme of 2020 was "Breaking the Silence". The Diversity Equality Alliance in Renfrewshire (DEAR) group has chosen to support the celebrations of [#IDAHOBiT in 2020](#) and selected it as one of the three anchor events of the group. A special sub-group was formed, consisting of volunteers from the DEAR members and led by Outspoken Arts Scotland. The group aimed to raise awareness & inform the community about International Day Against Homophobia, Transphobia and Biphobia in Renfrewshire. Partners worked together to "Break the silence" and celebrate IDAHOBiT day online due to Coronavirus pandemic and local restrictions. In preparation for the online celebration DEAR group officially launched its Facebook and Twitter pages. On the day, strong partner support was seen online.





DEAR group members worked in Partnership with Renfrewshire Leisure's Cultural Services, Jambo! Radio, Action for Culture and Ethics and the School of African Culture to develop and deliver an online programme for Black History Month.



The programme was comprised of; [‘Museum of Me’ an Online Exhibition](#) curated by children from the African School of Culture focusing on the core theme of identity, exploring what it means to be African and Scottish living in Renfrewshire in 2020. Over 30 children with their parents participated in this project. The exhibition accumulated Over 230 views. A range of online and digital performances on Ren TV and Jambo Radio was part of the programme. This included singer/songwriter Joshua Idehen; Matt Hickman, lead singer/songwriter of four-piece indie-rock outfit Brownbear; Storyteller Mara Menzies; Storyteller Michael Kerins and a performance from Suleman Chebe, Lead of Glasgow African Balafon Orchestra (GABO). Several [‘Cultural Conversations’](#) were broadcast on Jambo! Radio and pre-recorded for Ren TV. The programme culminated with an online webinar on the representation of black, Asian, minority ethnic talent in the arts in Scotland and Renfrewshire. Speakers included Milica Milosevic from Creative Scotland, musician Matt Hickman from Brown Bear, Dr Christian Harrison, Programme Leader at University West of Scotland and Stewart Kyasimire, BAFTA-nominated black Scottish filmmaker and director. The webinar offered a range of insights for cultural practitioners, students and decision-makers into why black, Asian, minority ethnic representation is vital to the health of the arts sector and to the vitality of art. 44 people attended the webinar.

Outspoken Arts, a Scottish Charity that focuses on the performing and visual arts featuring people with protected characteristics, delivered three main projects as part of their art programme in 2020. They were:

- The Paisley suite – series of monologues by Scottish writers based on people in care settings.
- Reclaiming black Peter – A project about a historical figure who came to Paisley in the 1780s from a plantation in the USA who then became a famous weaver and made friends with a Paisley poet Robert Tannahill. This project is supported by the Council's regeneration team. The group is in the middle of applying for funding to Creative Scotland and hopes to start the project in Autumn.
- Visual Arts project

A colourful multi-cultural community day was held on 25<sup>th</sup> January 2020. Pachedu, West of Scotland Regional Equality Council and The Tannahill Centre worked in partnership to deliver Multicultural food festival in celebration of Burns night.



Photo source: Paisley Daily Express

A new Polish community group called [FamilyPL](#) was established in May 2020 during the Coronavirus pandemic. The group aims to provide information on different areas to the local Polish community, thus helping them find out what is happening locally. They also aim to strengthen community cohesion within the Polish community and improve quality of life. Their current projects include Active Walk project, where Polish meet each other for socially distanced dog walks to reduce isolation. Their newest activity is Eco-FamilyPL project where the group encourages the Polish community to look after the environment and to influence better behaviour toward environmental protections within younger age groups.

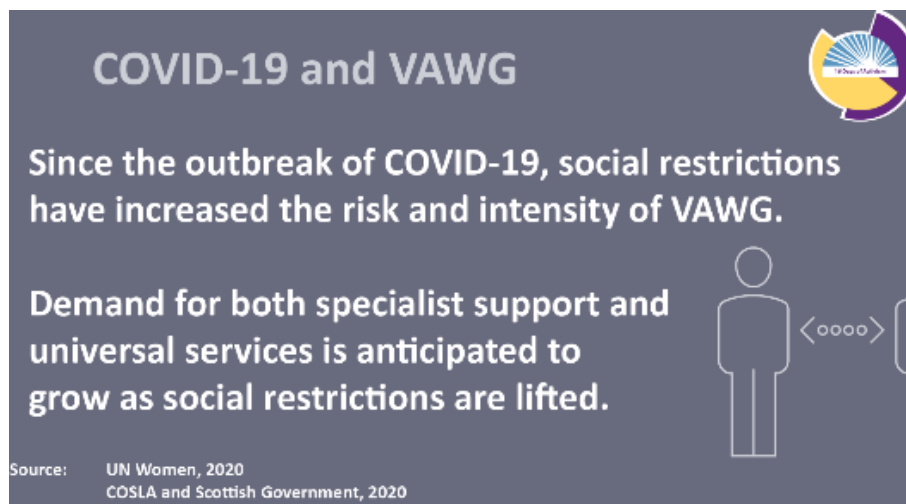


Photo: Children from St Fergus Primary School and adults picking litter around their school as part of the ECO-FamilyPL project.



## Outcome 4: Communities with protected characteristics feel safe and free from harm, confident and supported to report hate crime.

16 Days of Activism Against Gender-Based Violence is an international campaign to challenge violence against women and girls. The campaign runs every year from 25 November, the International Day for the Elimination of Violence against Women, to 10 December, Human Rights Day. Every year, the 16 Days of Activism Against Gender-Based Violence Campaign either introduces a new theme or continues an old theme. The theme focuses on one particular area of gender inequality and works to bring attention to these issues and make changes that will have an impact. Every year Renfrewshire Council works in partnership with local women groups to deliver the campaign in Renfrewshire. The 2020 theme was "Orange the World: Fund, Respond, Prevent, Collect!". However, this year was a year like no other in our lifetime due to the Coronavirus and the lockdown restrictions. This meant that the campaign could not be delivered the usual way.



The Renfrewshire Reclaim the Night March through the streets of Paisley has been a feature of the Renfrewshire programme of awareness-raising event for the last 9 years and it was disappointing that it could not be continued this year for March's 10th anniversary. Renfrewshire Council's Women and Children First service worked in partnership with the Renfrewshire Soroptimists and Erskine Arts to mark the occasion 'virtually' instead. Renfrewshire Council's Communication team used various social media platforms to spread the word. The approach to 16 Days this year focused on the impact of the pandemic and the importance of tackling violence against women and girls (VAWG). This included raising awareness on how poverty disproportionately affects victims of abuse by publishing Domestic abuse in Scotland statistics.

As part of the 2020 campaign, Provost Lorraine Cameron laid the Wreath in Dunn Square to remember all those who have lost their lives because of Domestic Abuse. In addition to that, a call to our brothers, fathers, sons and friends to develop Respectful Relationships was made by John Trainer, Head of Child Care and Criminal Justice, Chief Social Work Officer.





The team at Erskine Arts filmed the [virtual wreath-laying ceremony](#) and produced a short film which was widely 'uploaded' onto various platforms.

Paisley Soroptimists have a vision that all women and girls will achieve their individual and collective potential, realise aspirations and have an equal voice in creating strong, peaceful communities worldwide. Their mission is to transform the lives and status of women and girls through education, empowerment and enabling opportunities. During the 16 days of Action, the lightening in some of Renfrewshire landmarks were changed to purple as a visual reminder that violence and abuse stop women and girls from reaching their full potential.



Police Scotland Safer Communities division has a focus on the prevention and intervention of crime. The division is home to one of the largest migrant support centres in the west of Scotland. Located on Christie Street in Paisley the facility is home to numerous people who may be victims of modern slavery or trafficking. They are supported by onsite staff. Individuals from across Scotland are accommodated at this location, many of whom are extremely vulnerable and at continued risk. Many of the residents are known to be reluctant to engage with the Police and to address this the Safer Communities Division are working with colleagues in G Division to develop a bespoke engagement strategy for the site.

The University of the West of Scotland have worked with Dumfries and Galloway Partnership to interpret a Gender-Based Violence information leaflet. Polonez group worked with UWS and the partnership to translate the leaflet into Polish, this received very positive feedback. The UWS has circulated information relating to the gender-based violence across their campuses and responded to the consultation on creating safe spaces in supermarkets & pharmacies.



A Paisley-based Polish Cultural Group, Polonez, has received funding from Engage Renfrewshire at the beginning of the pandemic allowing them to sew face masks for frontline workers ensuring that they stay safe while delivering vital services. The face masks were all made by volunteers, some from local Polish communities, who had sewing skills. They then were distributed to key workers such as care providers and delivery drivers, and also to vulnerable people such as the elderly.

### 3. Next steps

In 2021 it will be a full year since the Diversity Equality Alliance in Renfrewshire group has agreed it's terms of references. Since then the Coronavirus breakout took place, prompting many organisations to change and adapt their service provision and priorities to better serve our communities.

In 2021 the Diversity Equality Alliance will review its terms of references, including, groups key outcomes and operational structures on how these outcomes. Members will also work together to develop an action plan by identifying steps that need to be taken to improve outcomes for diversity and equality communities in Renfrewshire.

The group will continue to work in partnership with third sector and public sector organisations to ensure that it can support all diversity and equality activities within Renfrewshire while we all tackle COVID-19.

In 2022 the group will publish its annual update report highlighting its activity and major developments between January and December 2021.

## Appendix 1

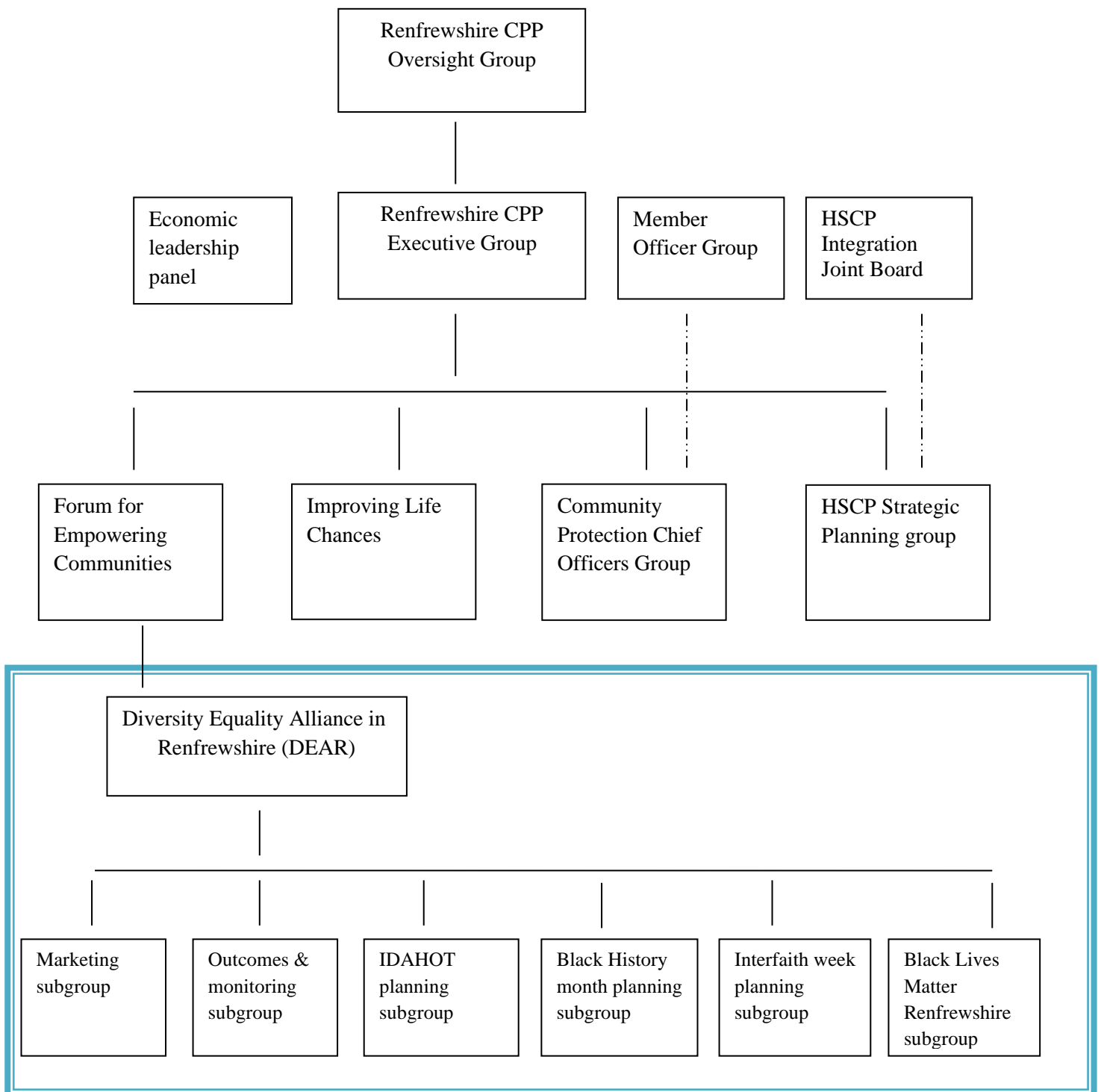
### Diversity and Equality Alliance in Renfrewshire group terms of reference

1.	<b>Vision</b>	<p>A network that supports positive action change and empowerment that's impactful, inclusive &amp; accessible.</p> <p>We positively represent and celebrate our diverse communities in meaningful ways.</p> <p>We share resources and collaborate to engage and empower our communities.</p>
2.	<b>Aim</b>	<p>To ensure that flow of opportunities of all diversity and equality activities are supported within Renfrewshire. The group will lead on 3 anchor events based on protected characteristics of the Equality Act to celebrate diversity and equality in Renfrewshire and identify local issues and needs within equality communities. The Equality Act defines the following as protected characteristics:</p> <ul style="list-style-type: none"> <li>• age</li> <li>• disability</li> <li>• gender reassignment</li> <li>• marriage and civil partnership</li> <li>• pregnancy and maternity</li> <li>• race</li> <li>• religion or belief</li> <li>• sex</li> <li>• sexual orientation</li> </ul>
3.	<b>Proposed Outcomes</b>	<p><b>Outcome 1:</b> Increase engagement and access to opportunities of underrepresented groups and those with protected characteristics through participation in civic, organisational and community life.</p> <p><b>Outcome 2:</b> Local people experience less discrimination and disadvantage by improving quality of life and enabling independent living.</p> <p><b>Outcome 3:</b> Local people are positive about relations across the communities, promoting equality, community cohesion and celebrating diversity.</p> <p><b>Outcome 4:</b> Communities with protected characteristics feel safe and free from harm, confident and supported to report hate crime.</p>
4.	<b>DEAR Role within CPP</b>	<p>When DEAR group will be engaging people and community around anchor events, this can be used as an opportunity to identify local <b>issues and needs within protected characteristics</b>.</p> <p>Common issues under specific characteristics then should be reported to the Forum for Empowering Communities to inform partners on these.</p> <p>The group together within the wider CPP should work together to develop initiatives to address identified issues. Furthermore, common themes should be recorded, and partners should then work together to develop good practice case studies/ queries through the year to promote what is happening in Renfrewshire on that specific theme.</p>
5.	<b>DEAR group meetings</b>	<p>Purpose of the meetings is to organise 3 anchor events based on protected characteristics of the Equality Act and do spotlight sessions of the groups that are part of the network. Guest speakers will be invited to the spotlight sessions.</p> <p>The agreed events for 2020 are:</p>

		<b>Date</b>	<b>Event</b>	<b>Lead</b>	
		Sun 17 <sup>th</sup> May 2020	International Day Against Homophobia, Transphobia and Biphobia	Steven Thompson & Indie McCeu (Outspoken Arts)	
		Thu 1 <sup>st</sup> – Sat 31 <sup>st</sup> October 2020	Black History Month	Johannes Gonani (WSREC & Pachedu)	
		Wed 11 <sup>th</sup> – Wed 18 <sup>th</sup> November 2020	Renfrewshire Interfaith week	Douglas Yates (Renfrewshire Interfaith Group)	
<b>6.</b>	<b>Current membership</b>	<b>Association of African Communities</b> <b>Disability Resource Centre</b> <b>Engage Renfrewshire</b> <b>FamilyPL</b> <b>KAIROS</b> <b>Outspoken Arts Scotland</b> <b>PACHEDU</b> <b>Police Scotland</b> <b>Polonez - Culture Bridging Group</b> <b>Renfrewshire Access Panel</b> <b>Renfrewshire Council</b> <b>Renfrewshire Effort To Empower Minorities (REEM)</b> <b>Renfrewshire Health and Social Care Partnership</b> <b>Renfrewshire Interfaith Group</b> <b>Renfrewshire Leisure</b> <b>Renfrewshire Visually Impaired Forum</b> <b>Scottish Refugee Council</b> <b>Soroptimist International – Paisley</b> <b>The Neighbourhood Challenge</b> <b>The Tannahill Centre</b> <b>University West of Scotland</b> <b>West of Scotland Regional Equality Council (WSREC)</b> <b>Women and Children First</b>			
<b>7.</b>	<b>Future Actions</b>	Members proposed to develop a model for DEAR group under new function and to run it for a year. Following the trial period, it was proposed to: <ul style="list-style-type: none"> <li>• Evaluate how group is operating within 1st year.</li> <li>• Decide DEAR group action plan in 1 years' time once the group was in operation under the new remit</li> <li>• Discuss branding</li> <li>• Establish how community groups would like to be communicated and agree communication method</li> </ul>			

## Appendix 2

### Renfrewshire Community Planning Partnership Governance Structure 2020



In 2016, the Community Planning Partnership reviewed its governance arrangements to improve oversight, reduce duplication and better reflect the partnership working arrangements that were in place across Renfrewshire.

The main partnership groups of Renfrewshire Community Planning Partnership structure are:

**Community Planning Partnership Oversight Group** chaired by the Leader of Renfrewshire Council, and comprising conveners of the Council's policy boards and a member of the Opposition Group.

**Community Planning Partnership Executive Group** is chaired by the Chief Executive of Renfrewshire Council and comprised of Chief Executive level officers across the Partnership.

**Economic Leadership Panel** – This is a new group set up to inform Renfrewshire's Economic Framework, with members across the private and public sector, with a strong focus on Renfrewshire's business community. It is chaired by the Principal and Chief Executive of West College Scotland.

**Health and Social Care Strategic Planning Group** – This group is part of the Health and Social Care Partnership's governance arrangements and reports directly to the Health and Social Care Integrated Joint Board. It is chaired by the HSCP Chief Officer, and is comprised of partners across various public and third sector organisations with an interest in health and social care.

**Community Protection Chief Officers Group** – This group brings together the Chief Officers of organisations across Renfrewshire with public protection role. It is chaired by the Chief Executive of Renfrewshire Council. Connected to this, there is also a 'Member Officer Group' which brings together elected members and key officers and has a scrutiny role.

**Improving Life Chances Board** – This is a new group established to take forward partnership work around life chances and inequalities.

**Forum for Empowering Communities** – This group continues from the previous governance arrangements, and provides a key link between the Community Planning Partnership, the third sector in Renfrewshire, and our communities. It is chaired by the Chief Executive of Engage Renfrewshire, and is comprised of third sector organisations.

**Diversity Equality Alliance in Renfrewshire (DEAR)** is a partnership consisting of third sector equality groups and public partners who work together to ensure that all diversity and equality activities are supported within Renfrewshire. The group's aim is to celebrate diversity and equality, identify local issues and needs within equality communities.

In November 2019 it was agreed that six sub groups will support the delivery of the DEAR group workplan in 2020 (see Appendix 3 for more detail). They are:

- Marketing sub group
- Outcomes and monitoring sub group
- IDAHOT planning sub group
- Black History month planning sub group
- Interfaith week planning sub group.
- Black Lives Matter Renfrewshire sub group.

## Appendix 3

### Diversity and Equality Alliance in Renfrewshire workplan delivery sub-groups

1. Marketing sub-group	
Members	Areas of focus
Steven Thompson (Outspoken Arts) Christine Williams (REEM) Sofija Kraft (Renfrewshire Council)	<ul style="list-style-type: none"> <li>• Develop and agree the “DEAR group” brand</li> <li>• Agree a mechanism of promoting &amp; sharing DEAR group Calendar</li> <li>• Develop &amp; agree communications methods &amp; rules (guidelines/ toolkit) for the group.</li> <li>• Develop &amp; manage online presence (social media &amp; webpage/site)</li> <li>• Training</li> </ul>

2. Outcomes and monitoring sub-group	
Members	Areas of focus
Marla Baird (UWS) Steven Thompson (Outspoken Arts) Stuart Miller (Engage Renfrewshire) Johannes Gonani (WSREC) Christine Williams (REEM) Bernadette Reilly (HSCP)	<ul style="list-style-type: none"> <li>• Development of DEAR group outcomes, indicators and monitoring framework</li> <li>• Production of DEAR annual evaluation/progress report</li> <li>• Development of a DEAR group engagement plan</li> </ul>

3. International Day Against Homophobia, Transphobia and Biphobia	
Date: Sun 17th May 2020	
Members	Areas of focus
<u>Lead:</u> Steven Thompson (Outspoken Arts)  Bernadette Reilly (HSCP) Sofija Kraft (Renfrewshire Council) Marla Baird (UWS)	<ul style="list-style-type: none"> <li>• Raise awareness/ inform community about International Day Against Homophobia, Transphobia and Biphobia, LGBT rights violations and stimulate interest in LGBT rights work in Renfrewshire.</li> <li>• Seek Funding (if appropriate)</li> <li>• Develop communications &amp; engagement plan</li> <li>• Identify local issues and community needs</li> <li>• Produce evaluation report &amp; feedback results to appropriate groups/ boards</li> <li>• Other related tasks as might be required by the sub-group.</li> </ul>



#### 4. Black History Month

**Dates: Thu 1st – Sat 31st October 2020**

##### Members

##### Areas of focus

**Lead:** Johannes Gonani (WSREC & Pachedu)

Christine Williams (REEM)  
Mohammed Ishaq (UWS)  
Marla Baird (UWS)  
Katy Wilson-Scott (KAİROS)

- Raise awareness/ inform community about Black contributions to British society, and to foster an understanding of Black history in general in Renfrewshire
- Seek Funding (if appropriate)
- Develop communications & engagement plan
- Identify local issues and community needs
- Produce evaluation report & feedback results to appropriate groups/ boards
- Other related tasks as might be required by the sub-group.

#### 5. Renfrewshire Interfaith week

**Dates: Wed 11th – Wed 18th November 2020**

##### Members

##### Areas of focus

**Lead:** Douglas Yates (Renfrewshire Interfaith Group)

- Raise awareness/ inform community about Renfrewshire interfaith week and celebrate religious diversity in Renfrewshire
- Seek Funding (if appropriate)
- Develop communications & engagement plan
- Identify local issues and community needs
- Produce evaluation report & feedback results to appropriate groups/ boards
- Other related tasks as might be required by the sub-group.

#### 6. Black Lives Matter Renfrewshire sub group.

##### Members\* (at this stage)

##### Areas of focus

Johannes Gonani (PACHEDU/ WSREC) & Chigozie Joe Adigwe (Engage Renfrewshire)  
Adeola Akisanya Ali (KAİROS)  
Steven Thomson (Outspoken Arts Scotland)

*This is a new sub group which development has been triggered following the world wide movement of Black Lives Matter.*

*Members of the group are working together to identify objectives and areas of focus for the group.*