Where next for Racial In/Equality in the Scottish Workplace? Exploring best Practice Antiracism
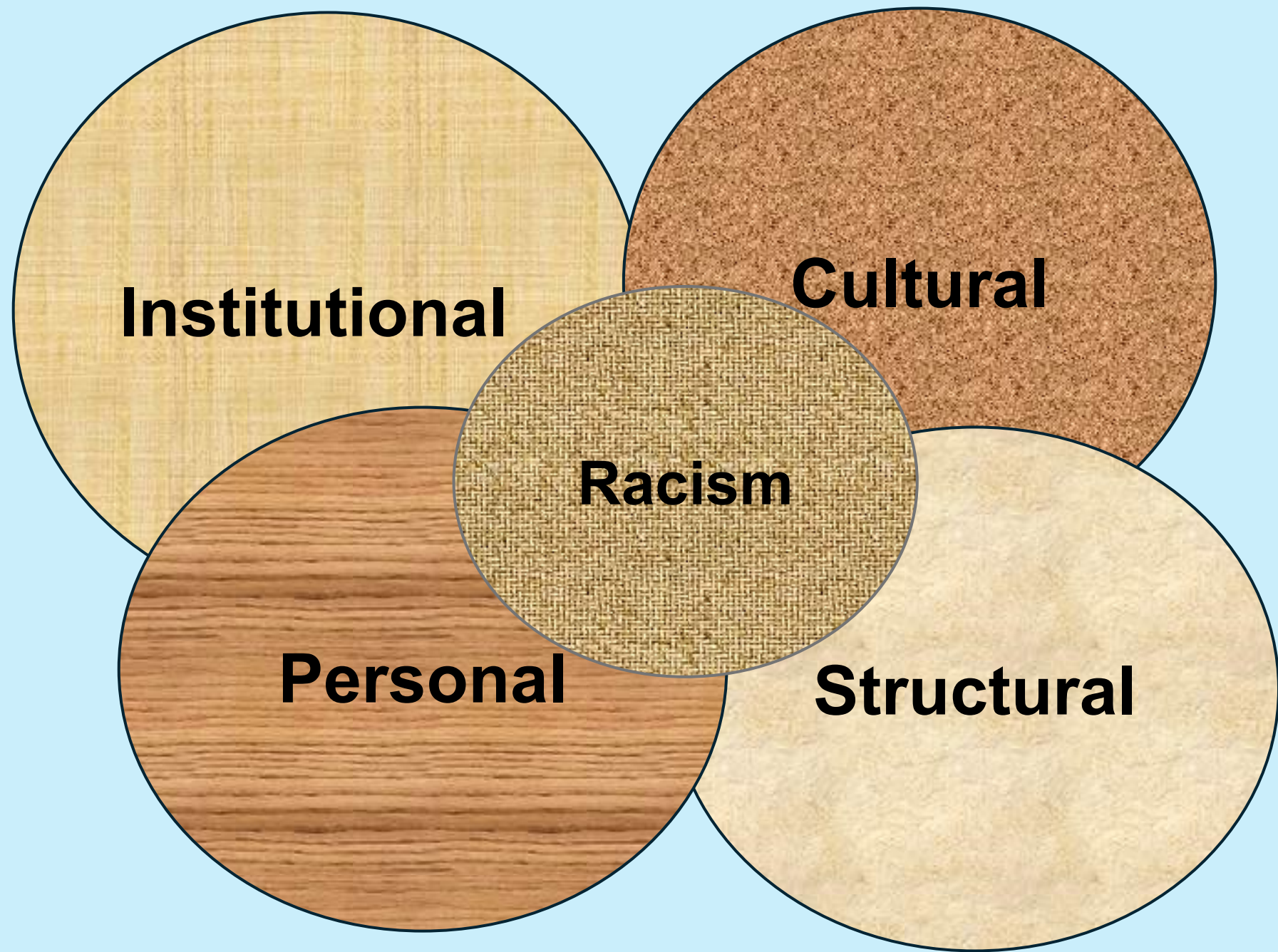
Background

- **1965:** UN Convention for the Elimination of Racial inequality
- **2010:** 2010 Equality Act
- **2011:** Public Sector Equality Duty
- **2020:** Covid 19 shone a light on racial inequality
- **2020:** George Floyd murder reignites Black Lives Matter Movement
- **2022:** Scottish Government Antiracism Strategy to address workplace racial inequality
- **2023:** Police Scotland pledged to become an antiracist service

"Similar to Newtons' first law of motion, if not countered by an opposing force (antiracism), racism will remain in motion" (McCluney et al, 2020)

Questions

1. How is antiracism being applied within Scottish workplaces and institutions?
2. What might an effective antiracism framework in the Scottish context look like?

References

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Introduction

Attempts to address racism in Scotland have been made through developing policies and setting up initiatives such as antiracism toolkits, task groups, awareness events and training programs.

However, much of the research informing antiracism practice comes from other parts of the world such as The United States of America and the wider UK, yet, Scotland has positioned itself as different from these contexts.

Additionally, the demographics in Scotland are different and until fairly recently, race conversations have been avoided, resulting in very limited research and understanding of antiracism practice in the Scottish workplace.

Methodology

A qualitative research drawing on post-colonial debates to inform a qualitative antiracism methodology, which commits to racial equity, multiple ways of knowing and challenging structural racism.

Expected Impact

- Increased understanding of the impact of antiracism policies and practice in Scotland's workplace.
- Better understanding of emerging antiracism conversations informing and shaping Scotland's workplace
- Understanding best practice antiracism in the Scottish context

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