

UK Race & Europe
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**Final Report:
CONSULTATION OF UK NGOs
IN PREPARATION
FOR THE WORLD CONFERENCE
AGAINST RACISM**

Written by Sarah Isal, 24 July 2001
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Foreword

This report does not have an executive summary as the recommendations and themes are numerous and wide ranging. However, the table of contents is extremely detailed for the purpose of finding the subjects of interest and the recommendations within the relevant subjects as easily as possible.

This report is a compilation of all the reports collected following the various meetings that took place in the UK in the framework of the consultation. It is trying to be representative of the variety of views that were expressed during the meetings by the participants.

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Final Report: CONSULTATION OF UK NGOS IN PREPARATION FOR THE WORLD CONFERENCE AGAINST RACISM

Introduction

The World Conference Against Racism (WCAR) due to take place in South Africa in September 2001 is one of the most important events in the field of anti-racism in the next couple of years. For this reason, it is crucial that UK civil society, and particularly organisations and individuals who work in the field of race equality, are made aware of the process, objectives and outcomes of the Conference. Furthermore, it is essential that they are involved in its preparations and contribute positively to its process as well as its outcome.

The UK Race & Europe Network (UKREN) has been actively informing UK Non Governmental Organisations (NGOs) and Community Based Organisations (CBOs) about the recent European Conference against Racism (ECAR) and the forthcoming UN WCAR since January 1999.

During the period from January 1999 to November 2000, we have undertaken the following activities:

- Published several briefing notes and updates via the Runnymede Bulletin
- Conducted a national consultation process and compiled a report on the views of UK organisations for the Home Office on the (then) proposed focus areas for the ECAR, August–September 1999
- Actively participated, as UKREN members, in the NGO Resource Group preparations for the ECAR, February 1999 to October 2000
- Held a national information and briefing seminar, 18 July 2000
- Disseminated concise and comprehensive briefing materials to UK organisations to encourage greater participation in the ECAR and WCAR, August 2000
- Attended and actively participated in the NGO Forum and ECAR, October 2000

As a result of our information / briefing meetings and supporting documentation, the UK had one of the largest NGO delegations at the NGO Forum in Strasbourg this year. However, there continues to be not only a large demand for information on the processes relating to the organisation of, and potential for, participation in the WCAR, but also insufficient awareness of the forthcoming Conference, despite our numerous and widespread activities.

As a result, the UKREN has been commissioned by the Race Equality Unit at the Home Office to conduct a national consultation of UK based NGOs and CBOs in preparation for the WCAR.

Aims and Objectives

The consultation aims to:

- Provide continuous information to NGOs and CBOs concerning the WCAR, its preparations at national and international level.
- Consult with NGOs and CBOs across the country, using the developed UKREN network to involve as many organisations as possible and ensure their extensive input to the UK position to be carried forward at the Conference.
- Channel the views, concerns and priorities in a cohesive way and communicate them to the government representatives.
- Provide information to NGOs and CBOs on the outcome of the WCAR and make sure that they are involved in its follow-up.

Timetable and format of the consultation

The timetable of the consultation leading to the production of this report was as follows:

- 1- March-April: 8 Regional Consultation Meetings took place in the following places: Belfast, Leeds, Glasgow, Edinburgh, Birmingham, Nottingham, London and Sunderland.¹
- 2- One-off meetings were organised to discuss specific issues. These included:
 - A youth meeting in London, in partnership with Minorities of Europe and the West Indian Standing Conference;
 - A youth meeting in Birmingham, in partnership with the Bangladeshi Youth Forum;
 - A meeting of Black-led organisations, in partnership with the 1990 Trust;
 - A meeting focusing on gender issues in London, in partnership with the Women's National Commission.

These meetings were staged in partnership with local or regional organisations who handled the administration and provided support in kind. In each meeting, at least one representative of UKREN and representatives of the Race Equality Unit at the Home Office and the Human Rights Policy Department at the Foreign and Commonwealth Office were present to outline the consultation process as well as the governmental perspective. Events were structured along similar lines, namely:

11.00 – 12.15:	PLENARY	One UKREN speaker Contribution by government representatives
12.15 – 13.15:	WORKSHOP – Session 1	2 groups both discussing themes 1 & 2 of WCAR
13.15 – 14.00:	LUNCH BREAK	
14.00 – 15.30:	WORKSHOP – Session 2	2 groups both discussing themes 3, 4 & 5 of WCAR
15.30 – 16.30:	CLOSING PLENARY	Contribution by a local speaker Discussions about specific regional variations
16.30 – 17.30:	DISCUSSIONS FOR POTENTIAL MEETINGS ON SPECIFIC ISSUES	

For each meeting, rapporteurs appointed by the partner organisation took charge of writing a report with the key points and recommendations arising from the discussions. UKREN then compiled the reports from all these meetings to produce this present report.

Content of this report

Part I: Common issues

This section focuses on the common issues that came out of the various meetings. These issues are divided around the five themes adopted at the UN's 1st Preparatory Committee in May 2000 for discussion at the WCAR. Having used these themes to structure our meetings, we have used them to structure this report. Under each theme, a paragraph is devoted to identifying what the UN hopes to achieve at global level. This is then followed by issues and recommendations arising from the meetings held within the framework of the consultation.

Part II: Specific issues

Here we focus more specifically on issues arising from one-off specific meetings organised around youth issues, gender issues and issues stressed by black-led organisations. Similarly, we report the specific issues arising in meetings held in Northern Ireland and Scotland as a result of devolution. When trying to organise a consultation meeting in Wales, we encountered administrative difficulties in arranging a suitable date within the tight schedule for consultation. However, we are working with an organisation to arrange a meeting in Cardiff in June. The outcome of this meeting will be included in the final version of this report. Although the findings and recommendations from these specific groups or meetings might be already covered in the first part of the report, it is worth presenting them within their own thematic framework.

¹ A 9th meeting organised by the Race in Europe Information Network (REIN) was held in Manchester around the subject of the WCAR. A member of UKREN was present at this meeting and was able to consult with the participants.

PART I: COMMON ISSUES

1. Sources, causes, forms and contemporary manifestations of racism, racial discrimination, xenophobia and related intolerance

1.1. The UN dimension

Within its overall objectives, the UN High Commission on Human Rights wishes to “review the political, historical, economical, social, cultural and other factors leading to racism”. This highlights the objective of the third World Conference: to acknowledge that racism and racial discrimination occurs in every single part of the world and takes many different forms. Previous world conferences focused on particular issues and forms of racism such as apartheid. In this respect, the WCAR will clearly demonstrate the importance given to examining the causes, sources and manifestations of racism in the various world regions in order to find adequate means to combat it at international, as well as national level.

1.2. Main causes, sources, manifestations and factors perpetuating racism

Throughout all the consultation meetings, factors perceived to be at the root of racism could be grouped broadly into the following categories:

- Lack of understanding and awareness, ignorance and lack of education;
- Institutional Racism
- Negative role of the Media
- Lack of legislation and lack of implementation of legislation;
- Lack of monitoring and lack of effective sanctions;
- Lack of governmental policies, especially at local level;
- Lack of power sharing with and representation of black & minority ethnic groups in the decision making process;
- Lack of adequate support and resources provided to NGOs and CBOs for the support of anti-racist work

1.3. General recommendations regarding sources of racism

Two key general recommendations can be made in relation to the causes of racism.

- ⇒ It is crucial to look at the roots of racism, and its manifestations, as this is the first step to eradicating racism from our society.
- ⇒ There should be adequate funds made available for research and monitoring of where and when racism occurs and what causes perpetrators to commit violent racist acts.

2. Victims of racism, racial discrimination, xenophobia and related intolerance

2.1. The UN dimension

Following the four regional preparatory meetings held in Europe, the Americas, Africa and Asia, it has to be acknowledged that the definition of victims needs to be considerably widened in order to include groups that have not generally been considered to be victims or were not recognised as such. The draft declaration and programme of action tries to enlarge the category by mentioning various groups of victims specifically. These include: women, children, religious groups, victims of trafficking, asylum-seekers, refugees and internally displaced persons, minorities, Romas and indigenous groups. The UN therefore has the task of recognising the importance of specific

groups according to region (Romas in Europe or indigenous groups in the Americas for instance) as well as dealing with groups that are affected globally, in particular victims of trafficking, or asylum-seekers and refugees, particularly women and children. Helping these groups of victims needs the kind of international co-operation from states that can be provided at the WCAR.

2.2. Groups recognised as victims of racism in all the meetings

In all the regional consultation meetings, it was felt that particular attention should be focused on the following black and minority ethnic groups as victims of racism:

- Asylum-seekers and Refugees;
- Young people and children;
- Women;
- Religious Groups;
- Roma and Travellers.

2.3. Need to establish a wider definition of victims

In the majority of the consultation meetings, it was believed that the definition of victims of racism needs to be re-examined and enlarged in order to encompass the wide range of individuals who face racism. The WCAR's broader title (World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance) is an opportunity to enlarge the definition of victims and recognise that racism is not just a Black-White issue. In this respect, several groups that are often not recognised should be acknowledged to be victims of racism. Furthermore, religious discrimination was identified as one of the major forms of racism today and one that needs to be addressed in a more comprehensive way in legislation, as well as in policies.

- ⇒ The Government should acknowledge the existence of groups that are clearly victims of racism but who are often not recognised as such. This is particularly relevant to refugees and asylum-seekers who need to be incorporated in the debate around racism in this country, as they suffer severe racism and discrimination.
- ⇒ There needs to be a recognition of the invisible, disenfranchised groups of the population who are victims of multiple forms of racism such as women, children, homeless, disabled, elderly, Gay and Lesbian members of ethnic minority groups, etc...
- ⇒ All forms of racisms, including religious discrimination and islamophobia, should be recognised as a violation of Human Rights
- ⇒ Religious discrimination needs to be included in the anti discrimination legislation in a more comprehensive way (ie. including religion as a grounds for discrimination in the Race Relations (Amendment) Act). This is particularly crucial in order to tackle effectively islamophobia.

2.4. Need for more resources to support victims of racism

Throughout the consultation meetings, it was pointed out that victims of racism often rely on community organisations for support, and these groups are not well enough funded by the government. This is further developed in the sections of the report dealing with implementation of legislation and adequate funding and resources for CBOs.

- ⇒ The Government should provide more support to independent community organisations than at present so that they in turn can provide effective support for victims of racism within their constituencies.

2.5. Representation of victims at the WCAR

It was widely felt that victims of racism are often not represented at large conferences such as the WCAR and that this is a major flaw in the process of fighting racism. This issue needs to be addressed in relation to the participation of victims of racism at the Conference in South Africa.

- ⇒ The Government should make sure that victims of racism are represented and heard at the Conference. This could take the form of funding organisations that will take victims of racism to South Africa as part of their delegation.
- ⇒ The Government should encourage adequate representation of victims of racism at international level.

3. Measures of prevention, education, and protection aimed at the eradication of racism, racial discrimination, xenophobia and related intolerance at the national, regional and international level

3.1. The UN dimension

Mary Robinson said: “If fear is a main factor, education is a key remedy”. One of the UN objectives in organising the WCAR is “to increase the level of awareness about the scourge of racism and its consequences”. The UN has also declared a decade for Human Rights Education, hoping that a global commitment to teaching the values of Human Rights will be adopted at national level. This is not however restricted to education but extends to informal education, public information and the role of the media.

3.2. Education

In all the consultation meetings education was recognised as the most powerful medium to counter racism and xenophobia. Stereotyped and misinformed educational institutions can also be a source of racism and perpetuate intolerance in future generations.

With ignorance or lack of awareness being recognised as one of the main sources of racism, schools should provide young people with knowledge of other cultures, in a positive framework, without stereotyping.

⇒ Pupils need to be equipped with the skills and knowledge to exercise their rights, roles and responsibilities as citizens of a multicultural society and those skills should include the ability to pre-empt as well as challenge racism.

3.2.1. Changing the curriculum

The curriculum is seen as the most urgent issue to tackle as it is seen as the way to make a significant contribution to an understanding of multicultural, multi-ethnic Britain.

- ⇒ The national curriculum should explicitly state as one of its aims its commitment to preparing pupils for life in multicultural Britain and that in part involves educating them to pre-empt and challenge racism.
- ⇒ The History orders should explicitly state the distinctive contribution that the study of history as a subject should make to fostering an understanding of multicultural Britain.
- ⇒ The subject of history has to divest itself of eurocentric and ethnocentric values and thus embrace the myriad perspectives articulating the Black/Ethnic Minority “British” experience
- ⇒ Cultural diversity and the combating of racism need to permeate the teaching and learning materials of all national curriculum subjects.
- ⇒ Anti-racism should be explicitly included in the Citizenship aspect of the UK Curriculum.
- ⇒ Providing children with a true picture of Multicultural UK and more generally a Human Rights culture needs to be the core objective of the curriculum.

3.2.2. Tackling segregation in schools

In a number of meetings, segregation in school was a particular area of concern for community groups who see this as perpetuating racism. The source of this segregation is often the result of institutional racism that is embedded in the schooling system as well as specific “unofficial policy” by a number of schools to refuse access to black and minority ethnic pupils. This was facilitated by the establishment of selective schools which provide the latter with more freedom to reject black and minority ethnic children.

⇒ The Government should tackle segregation in education by ensuring more even distribution in schools and making sure that black and minority ethnic children are not refused entry to a school because the latter is predominantly white.

- ⇒ Positive action should be used to redress segregation in schools
- ⇒ The Government should provide additional means for mentoring and peer projects that have often proved successful in reducing racial tensions in schools. These should be introduced in mixed schools as well as predominantly white schools.

3.2.3. Tackling exclusions in schools

Similarly, the worrying number of young people from black and minority ethnic backgrounds being excluded from schools needs to be addressed by the Government and local education authorities. This also ties into the fact that young people are the victims of perpetual stereotyping which can lead to low self-esteem and worsen their life chances in British society. Disproportionate exclusion of black and minority ethnic children, in particular African-Caribbean boys should be seen in the context of institution racism and needs to be tackled as such. In this context, the Government targets to reduce exclusion by one third by 2002 is welcome but these should be colour-blind and specific measures should be included to tackle the specific problem of black and minority ethnic exclusion.

- ⇒ Government targets must aim to reduce the number of black and minority ethnic pupils excluded from school so that specific strategies can be used to reduce exclusions for these particular pupils.

3.2.4. Teachers and Boards of Governors

Individuals and institutions associated with education (schools, teachers) are very powerful in influencing children and young people and it is felt that not enough attention is given to making sure that they are able to carry a message of acceptance and respect for cultural diversity, and of intolerance of racism. This is partly due to a lack of awareness as well as a lack of teachers from black and minority ethnic backgrounds. Furthermore, there is insufficient representation of black and minority ethnic parents on the Board of Governors; this is seen as particularly problematic as the Board has most of the power to make decisions on the management of the school.

- ⇒ Diversity training should be compulsory for all beginning and existing teachers (not just Citizenship class teachers or History teachers) as well as members of schools Boards of Governors.
- ⇒ In order to achieve more black and minority ethnic representation on the Board of Governors schools, targets should be set. These targets should be regularly monitored and should examine in particular the selection and retention of black and minority ethnic members of the Board of Governors.
- ⇒ The teaching staff of the school should reflect the cultural diversity of multi-ethnic Britain.

3.2.5. The global context

It was widely believed that children and young people should be taught, from a very young age, that they are part of a global, culturally diverse world and should focus on the common ground that they have with the rest of the world rather than just on the local community where they are based.

The WCAR should provide the opportunity to raise awareness amongst young people of the importance of these issues by highlighting the importance of their involvement in the global fight against racism. The influence that children have in the home is often neglected, but it can lead to positive changes in attitudes at home. (Analogy with environmental issues: children have introduced environmental friendly measures in their households). It was also felt that children and young people need to be made more responsible. They need to feel that they have ownership of the fight against racism.

- ⇒ Specific activities should take place around the UN International Day Against Racism to raise awareness of the global dimension. The WCAR should be an instrument to raise the level of interest of children and young people.
- ⇒ There should be adequate youth representation at the WCAR.
- ⇒ The Government could organise exchanges between young people in the UK and those countries in Africa and Asia or the Caribbean that have historical links with the UK. This could help raise awareness of their culture of origin and would allow children to widen their understanding of their neighbours/classmates/friends' cultures.

3.3. **Training and awareness-raising in society**

There is a need to complement this education by extending it to other members of society, adults, actors in the various institutions and organisations, in particular service providers. This should be done through training that needs to be

continuous, monitored and reviewed periodically, and raising awareness amongst the public, through advertising campaigns as well as cultural events.

3.3.1 Training

Training is an essential component of raising awareness of the diversity of our culture and ensuring that organisations deal professionally and sensitively with black and minority ethnic communities.

- ⇒ All statutory bodies should experience anti-racism training.
- ⇒ All service-providers, in particular at local level, should go through anti-racism training.
- ⇒ Anti-racism training should include cultural and religious training.
- ⇒ Training should be ongoing, monitored and reviewed periodically to make sure that it is not a “one-off” task that organisations complete and set aside.

3.3.2. Raising awareness

It is crucial to raise awareness in a positive manner on issues such as cultural diversity and anti-racism in order to reach out to the general public.

- ⇒ Adequate means should be devoted to cultural events that raise awareness about achievements and contributions of members of black and minority ethnic groups to the make-up of British society. (ie. through media, specific cultural events etc...)
- ⇒ The WCAR should be an opportunity to publicise the importance of tackling the issue by placing it in a global framework.

3.4. **Media**

The media was recognised as one of the major sources of racist opinion and the perpetuation of racial tension. The debate on Race Relations in the media is often biased and describes minorities in either a negative way or by stressing some aspects more than others, such as “Black on Black racism”, thus perpetuating negative stereotypes. The negative impact of the media is particularly relevant concerning the discourse on refugees and asylum-seekers. The latter are too often treated in the media as an obvious scapegoat. It is also felt that this does not reflect well on black and minority ethnic groups established in the UK, as they often suffer the backlash of this increased racial tension around asylum and immigration issues.

3.4.1. Making the media more accountable

In all the consultation meetings, there was considerable concern that the Media are not made accountable regarding what they publish and that there are not enough means to restrain them from inciting prejudice and racial stereotyping.

- ⇒ The Government should make sure that the media in general is made more accountable when discussing race issues. This means imposing sanctions and making sure that there is a “code of conduct” respected by journalists when it comes to discussing race issues, in particular regarding asylum-seekers.
- ⇒ Independent monitoring projects and bodies should be set up to ensure that black and minority ethnic groups or individuals have a place where they can report any offensive coverage.
- ⇒ There should be adequate programmes on TV and Radio highlighting diversity and race issues. However, these shows should not be used as tokens.
- ⇒ There should be more black and minority ethnic people to commissioning editor and management posts.
- ⇒ Newspaper should have a clear policy of increasing employment of black minority ethnic staff through setting recruitment targets. The ethnic composition of staff should then be closely and regularly monitored.

3.4.2. The global context

Concerns were raised that there has been very little media coverage around the WCAR. It was felt that the Government should develop a full media strategy to make sure that the WCAR is publicised in a positive way and to prevent them from picking it up only on the most controversial aspects.

- ⇒ The Government should ensure that the WCAR is covered by the media in a positive way which highlights the importance of such an event for the fight against racism in the UK.

⇒ The media coverage of the WCAR should be an opportunity for the media to reflect on the national fight against racism and the tremendous work carried out by CBOs across the country.

4. Provision of effective remedies, recourse, redress, [compensatory] and other measures at the national, regional and international level.

4.1. The UN dimension

With regard to remedies and recourse, the UN is concerned with the reinforcement and proper application of existing instruments to combat racism at international and national level. The Draft Declaration and Programme of Action devotes a section to “remedies” and “impunity”. It also mentions the possibility of debating the issue of compensation for the historical wrong doings of certain states towards others. However, although mentioned, this is one of the most contentious issues and it is not clear how it will be handled during the WCAR.

Whilst accepting that in the UK comprehensive legislation already exists to combat racism, the lack of implementation and sufficient positive outcomes was mentioned at every meeting.

4.2. Legislation

4.2.1. International and European legislation

The WCAR should be seen as an opportunity to examine the extent of UK’s commitment to and compliance with International and European instruments to fight racism.

- ⇒ Government should ratify Article 14 of the International Convention on the Elimination of All Forms of Racial Discrimination in relation to the right of individual petition. It should also aim to push for universal ratification of Article 14 at the WCAR.
- ⇒ Government should sign and Ratify Protocol N. 12 of the European Convention on Human Rights.
- ⇒ Government should seek to include religious discrimination as grounds for discrimination in the European Race Directive

4.2.2. National legislation

The amendment of the Race Relations Act was widely welcomed in most meetings but there were few recommendations on how to make it more effective, inclusive and robust.

There was also concern that in order for the legislation to be effective, the Government needs to lead by example by making sure that everything is done to eradicate Institutional Racism from its own institutions. This is particularly relevant at local level where it is felt that the legislation is not effective and not implemented. However, the Race Relations Amendment Act does not cover religious discrimination. This is particularly problematic in the light of increased discrimination faced by British Muslims in particular.

- ⇒ Extend the Race Relations (Amendment) Act to cover discrimination on the grounds of religion and belief, in particular in tackling Islamophobia.
- ⇒ More appropriate legislation is needed concerning Asylum Seekers and Refugees on their arrival in the UK. This includes repealing the legislation preventing Asylum-Seekers and Refugees from working during the first six months of their stay in the country as well as repealing legislation allowing for their relocation on arrival.
- ⇒ Strong commitment and leadership is needed by the Government to make the positive duty in the Race Relations (Amendment) Act as effective as possible.
- ⇒ The Government needs to pay more attention to implementing the Race Relations (Amendment) Act within its own institutions, at national, regional and local level.

4.3. Monitoring and sanctions

Once legislation is adopted, there is a need for constant monitoring and establishment of proper sanctions to ensure that it is being adequately implemented. Participants in all the consultation meetings consider that monitoring is insufficient at present and needs to be conducted more thoroughly particularly at local level where local public bodies are not made accountable. There is also the feeling that sanctions are not being imposed sufficiently when racism occurs, particularly on local authorities.

- ⇒ Need to make public bodies more accountable collectively and make sure that they are aware of the sanctions they will receive if they do not comply with legislation.
- ⇒ The government needs to show real commitment in eradicating institutional racism by monitoring how legislation is implemented by organisations falling within the scope of the RR(A)A and in applying real sanctions where implementation has not occurred.
- ⇒ Need for more effective leadership from Central Government, particularly as regards local authorities to hold them accountable.

4.4. Reparations

It was strongly felt throughout the consultation meetings that the WCAR should imperatively address the issue of reparations for victims of slavery and colonialism. This is particularly important as this issue is not new and black and minority ethnic organisations and individuals have been asking for it to be addressed for a long time. The WCAR would therefore be the opportunity to find a constructive way to recognise not only what happened to victims but to compensate them, in particular the inhabitants of those countries that suffered exploitation and slavery. The underlying motivation, coming from black and minority ethnic in the West, is the strong belief that contemporary forms of racism have their roots in these historical facts. There is therefore a need to address the issue in order both to atone for the injustices committed under the slave trade and colonial systems and also to eradicate contemporary forms of racism.

It is also strongly felt that the poverty experienced by people in former colonies today is the direct result of slavery and colonialism and that Western states are responsible for finding concrete and long-term solutions in order to remedy this situation. Reparations should therefore take two forms: educational/symbolic and financial.

- ⇒ The international community should publicly acknowledge that the slave trade and colonialism constitute crimes against Humanity.
- ⇒ The UK should include these elements in both formal (curriculum) and informal education in order for people to understand the make up of their society. This should be emphasised in schools, where the history of the slave trade should be a compulsory feature of the curriculum, and more widely through cultural events, television programmes, awareness campaigns, possibly a national day in remembrance of the millions of victims, taking the Holocaust Memorial Day as a model.
- ⇒ The International Community should condemn the present economic exploitation of African and Asian countries which occurs as a result of increased globalisation and profit-making strategies.
- ⇒ The UK government should push for the WCAR to adopt financial compensation measures to help Third World Countries. This could take the form of cancellation of the Debt from those countries but should also focus on structural ways of helping their development, in particular through education which would help bring about effective change. It was also suggested that one of the ways to compensate would be to provide financial and infra-structural help to countries suffering from horrendous natural disasters.

5. Strategies to achieve full and effective equality, including international co-operation and enhancement of the United Nations and other international mechanisms in combating racism, racial discrimination, xenophobia and related intolerance and follow-up.

5.1. The UN dimension

The UN hopes to see the WCAR discuss its role and ways to make it more effective, through the consolidation of its instruments as well as increased financial resources for its actions against racism. The UN Draft Declaration and Programme of Action reiterates this objective. Concerning the issue of follow-up, it is still unclear what mechanisms will be put in place to monitor the application of what is decided at the WCAR. It is hoped that specific resources will be ensured for the follow-up process.

5.2. Government and empowering black and minority ethnic groups

5.2.1 Need for more power sharing and better representation.

There was a sense in all the meetings that black and minority ethnic people are not in the position to take part in the decision-making process and that therefore there is a lack of representation of black and minority ethnic communities both in politics and policy-making. The reasons for this power imbalance are ongoing discrimination, institutional racism and lack of adequate resources to support the work of community groups and individuals who aim to empower black and minority ethnic communities.

There were concerns that black and minority ethnic people are not “at the negotiating table” and that the power of institutions to define and impose realities on people from black and minority ethnic communities is the key to perpetuating racism. There is an urgent need to increase minority representation both within institutions as well as in the political world.

Furthermore, there is a sense that more importance should be given to the work of Black CBOs and NGOs who often do not get their voices heard and are not acknowledged.

5.2.2 Need for better funding

In all the meetings, concerns were raised around the lack of financial resources given to anti-racist organisations, particularly to small grassroots organisations. Funding, when made available is too short-term and is not sufficient to carry projects to term.

- ⇒ The Government should provide adequate, long-term funding, including to grassroots organisations at local level. This includes making sure that information about funding opportunities is adequately advertised at local level, through local authorities and directed specifically for black and minority ethnic groups and communities.
- ⇒ Financial resources should be ring-fenced so that NGOs, particularly those at grassroots level are afforded the long-term financial viability which is essential to carry projects through.

5.2.3. Better communication between the national level and the local level

There is a very strong feeling outside London that individuals and community based organisations do not have access to adequate information regarding the instruments, both national and international, that they could use to fight racism. One example is the case of European instruments, such as the Race Equality Directive or the Framework Directive that very few anti-racist activists at local level know about.

- ⇒ The Government should make sure to monitor the extent to which information coming out of Government departments concerning race-equality is being disseminated at local level by the relevant bodies.
- ⇒ The Government should also ensure that information on European and International instruments is being filtered down at local level (especially regarding recent European legislation).

- ⇒ The Government should encourage and fund the setting up of an international database that can be accessed for information on rules, guidelines, and international instruments on combating racism, which will lead to the developments, at a local level of “best practice” in the race-equality field.
- ⇒ The Government should organise a yearly conference targeting regional and local NGOs and CBOs in order to provide them with information and updates on policies and legislation adopted at national, European and international level.

5.3. Attendance at the WCAR

5.3.1. Ensuring diversity of representation at the Conference

This section aims to reflect the concerns and debates that took place in all the meetings regarding attendance at the WCAR. Throughout the meetings, there was a real will to see the Government fund NGOs to go to South Africa in the most representative, balanced and sensitive way.

- ⇒ The government needs to ensure that the voice of small groups will be heard and represented in Durban. This could be done through encouraging larger organisations who have accreditation to provide the opportunity for smaller organisations to join their delegation.
- ⇒ The government should fund and encourage victims of racism to attend the WCAR as the presence and experience of individuals who have suffered from racism is an essential component of the success of the Conference.
- ⇒ The Government should ensure youth participation in the WCAR on an independent basis, as well as within the UK Delegation.
- ⇒ The Government should ensure a gender balance in the organisations funded to attend the WCAR as well as in the UK Delegation.

5.3.2 Ministerial representation at the WCAR.

The WCAR is an opportunity for Government to highlight its commitment to the fight against racism and the positive development of race relations both in the UK and in the rest of the world.

Recommendation:

- ⇒ The Government should demonstrate its commitment to the positive development of race relations by ensuring attendance at the highest ministerial level.

PART II: SPECIFIC ISSUES

6. Issues highlighted in the meetings with specific groups

6.1. Black-led organisations

A meeting was organised in London by 1990 Trust in partnership with the Black Consortium on Human Rights, Black Londoners Forum, Operation Black Vote, ABANTU, BRAIN and Help Africa Trust to ensure that the voices of Black communities and NGOs are adequately represented in the preparatory process for the WCAR. 120 representatives of Black community/NGO/race-equality groups participated in the seminar, which indicates both the level of interest amongst Black communities in this international process, and the concerns around racism, racial discrimination, xenophobia and related intolerance that are still prevalent in the UK. In addition, it should be noted that many other Black organisations were keen to participate in the seminar, but were unable to do so due to the number of groups whose attendance was already confirmed.

- ⇒ The international community, particularly the former colonial powers and other parties involved need to publicly acknowledge that the slave trade and colonialism constitute crimes against humanity.
- ⇒ In order to atone for the injustices committed under the slave trade and colonial systems, and to rectify the contemporary forms of racism that have their antecedence in these historical forms, compensatory mechanisms for the victims and their descendants need to be established.
- ⇒ A permanent consultative forum needs to be established, with representatives from both governmental and non-governmental bodies that is open, transparent, and seeks to put forward long-term solutions for the eradication of racism from society.
- ⇒ Financial resources must be ring-fenced so that NGO's, particularly those at the grassroots, community level, are afforded long-term financial viability, as this is essential to the empowerment of Black communities.

The main recommendations emerging from workshop discussions can be found in part 1 of the reports. Recommendations listed below are those that came up specifically in the meeting organised by 1990 Trust. In particular, there are issues around Black organisations.

6.1.1. Need for a clear definition of racism and recognition of its existence

- ⇒ It is imperative that the government both address and rectify the racism that persists at the national level. This includes ensuring that a concrete definition of racism is developed and that intolerable behaviour vis-à-vis racism and racial discrimination is clearly defined.
- ⇒ A democratic society must be based on the fundamental premise of an open, plural and equal society, regardless of differences of race, gender, ethnicity, religion and culture. Therefore the government needs to ensure that race-equality provisions are mainstreamed within and across institutions, using a coherent and strategic approach.

6.1.2. Support for victims

- ⇒ The very organisations established to support victims are not proactive enough when it comes to victims of racism and racial discrimination, and this refers to national, mainstream organisations such as Victim Support. To ensure that the experiences of victims of racism are acknowledged and acted upon, there is an urgent need to support independent community organisations so that they in turn can provide effective support for victims within their constituencies.

6.1.3. Legislation and implementation.

- ⇒ The group welcomes the fact that the government is currently reviewing the sentencing framework. However, at the international level, there is a need to promote the concept of consistency in sentencing patterns, with the aim of ensuring that the punishment fits the crime, particularly with regard to the sentencing for racist murders, attacks and abuse.

6.1.4. Compensation

- ⇒ A legal framework must be established in order that implementation mechanisms for compensation for victims and their descendants of slave trade and colonialism is achieved, within an agreed time-scale. Furthermore, educational apparatus should be built into this framework of reparation.
- ⇒ Once a framework for compensation has been agreed, a monitoring committee should be established as part of the compensation package, but independent of it, to ensure probity in the distribution and overall management of this mechanism.

6.1.5. Strategies

- ⇒ There is a need to promote the role of civil society in fighting racism and related intolerance, at the local and national level, to encourage the notion of a more engaged participatory and inclusive society.
- ⇒ Financial institutions, multinational corporations and other influential organisations in the employment market must promote a culture of Human Rights so that business and government can lead by example in the efforts to eliminate racism and related intolerance from society.
- ⇒ Collaboration between and across governmental departments and specialist institutions at the regional level, with input from NGOs, is vital to ensure that a standard approach to the elimination of racism is pursued.
- ⇒ The UN system should be adequately funded to ensure that it can carry out its existing duties and to enable exploration and implementation of viable innovative methods to educate about, prevent and ultimately eliminate manifestations of racism.
- ⇒ Other international specialist agencies/commissions should be established that are NGO/community/victim centred

6.2. Youth

A youth meeting was held in Birmingham, to gather the thoughts of young people around the WCAR. Around 40 young people from the West Midlands gathered and came up with the following conclusions:

6.2.1. Education

The causes and sources of racism perceived by young people were very similar to those highlighted in most consultation meetings. These included: racist stereotypes learned from family members/parental influence, fear and resentment at the success of other groups, fear of alien culture and customs, racist portrayals in the media, and intra-community tensions built around religious or cultural differences, such as Hindus and Muslims, Bengalis and Indians, Caribbeans and Africans.

Participants shared stories of the various prejudices and violence, both white and inter-community perpetrated, they had endured. Many incidents seemed related to school teachers and the school environment in general. The different types of racism were explored in discussing of how African-Caribbean children were ignored at school (presumably for not being intelligent) whilst Asian children were stamped on hard (presumably for being seen as having intelligence and wasting it). Neither presumption allows for the complexity of individual abilities within racial groups or for development of those abilities.

- ⇒ Need for proactive educational activities: working on educating people who live in largely white areas and do not know what it means to grow up or live in a more diverse, multicultural environment. It was noted that it was rare to hear of black and minority ethnic success stories.
- ⇒ Looking at school curriculum and making it more reflective of today's British society.
- ⇒ Equality training for teachers/police officers and other sectors of civil/social workplaces.
- ⇒ Educational activities to promote racial awareness from both within and outside of black and minority ethnic communities.
- ⇒ Summer schools/youth programmes centred on the learning of alternative histories from a world viewpoint (as opposed to Euro-centric ideas of history.)
- ⇒ Using Video/CD ROM/Internet sources to develop awareness of Article 13 and what rights it protects, particularly for youth.

6.2.2. Compensation

Participants also discussed the issue of reparations and reached the same conclusions as in the other consultation meetings. Some concrete suggestions were made regarding symbolic reparations.

- ⇒ The Government should develop and fund museums dealing with British imperialism and the effect on the inhabitants of the colonies and their descendants.
- ⇒ Alternative centres of education.
- ⇒ Monuments reflecting Black British achievement.

6.3. **Women**

A meeting to focus on issues around gender and women in relation to the WCAR was organised by the Women's National Commission in London. Participants raised a number of issues already mentioned within the relevant sections of this report. Specific comments included:

6.3.1. General issues around women and racism

Stronger commitment on the part of the UK Government is needed to ensure particular attention is given to the intersectionality of race and gender when examining racism. Women face particular kinds and acts of racism, such as sexual assault and intimidation, which impact on them differently; these issues need to be addressed in the WCAR. One participant mentioned that it was important to ensure that language is used temperately at the WCAR, to avoid diversion/hi-jacking of the Conference (e.g. "Zionism = racism")

- ⇒ Government must systematically tackle the intersectionality of race and gender. Greater focus is needed on double and multiple discrimination, and issues faced by some of women:
 - rape as a weapon of war;
 - forced marriage;
 - FGM;
 - sexual and reproductive rights;
 - Interplay of class, gender, race, and ethnicity.
- ⇒ The WCAR must re-emphasise that women's rights are Human Rights
- ⇒ There is a need for governments to collate and routinely publish data disaggregated by race and gender to allow for meaningful analysis of the gender/race intersection. There is a feeling that this is not done at present.
- ⇒ The Government's negotiating position must reflect the outcomes of this year's CSW, and the commitments in the Platform for Action, on the gender dimension of racism and mainstream the gender perspective into the WCAR conference.
- ⇒ Representation of black and minority ethnic women in the media needs to address stereotyped and negative images.
- ⇒ Black and minority ethnic women suffer particularly high levels of mental ill health. This needs to be recognised and addressed; we need to analyse whether racism impacts on the incidence of ill health, on its diagnosis and treatment.

6.3.2. Immigration, trafficking and refugees

Various issues are particularly linked to the added discrimination faced by women in relations to immigration, trafficking and refugee status. There again, the specific problems faced by women in these situations needs to be recognised.

- ⇒ Internationally, children should have the right to their mothers' nationality/citizenship.
- ⇒ The Government needs to recognise that women are not a homogeneous group, and specific measures are needed to support different groups of women with special needs, such as widows, disabled women, and so on.
- ⇒ Government must recognise that consultation with the black and minority ethnic communities should not only be directed through its (largely male) leaders.
- ⇒ It is important to get a commitment to review immigration legislation from a gender perspective.
 - Internationally, and domestically;
 - With particular regard to dispersal policies;
 - With particular regard to the use of vouchers;
 - Policies relating to international trafficking of women for the sex trade.

- ⇒ Government must tackle the problem of women immigrants whose entry status depends on a male partner who then subjects them to violence. Their immigration status must be secured if they are to obtain police protection. As it is, immigration laws make them dependent on the man.

6.3.3. Issues regarding attendance at WCAR

The following recommendations emerged from the meeting regarding participation at the WCAR:

- ⇒ The Government delegation itself must be inclusive and represent a gender and racial balance.
- ⇒ Organisations representing black and minority ethnic people should be encouraged to take part. Accredited umbrella organisations might consider offering places to less well off grassroots NGOs
- ⇒ The Conference is an opportunity for Government to highlight its commitment to the issues. It can demonstrate this by ensuring attendance at the highest ministerial level.
- ⇒ It is important that there is a gender and ethnicity balance in the selection of NGOs for funding by Government.

6.4. Children

6.4.1. Protection of children as specific group of victims

The issue of children facing discrimination was mentioned at a number of meetings. This was usually linked to the vulnerability of this group as victims of multiple forms of discrimination, including racial discrimination, as well as the importance of ensuring equal access to education.

- ⇒ Children seeking asylum/refugee children do not have the same rights as other children in the UK. All children should be treated equally. Therefore, the 1991 reservation on immigration and nationality to the UN Convention on the Rights of the Child should be removed.
- ⇒ All government programmes, including those designed to eradicate child poverty, should be equality-proofed, and take into account and resource the specific needs of minority ethnic children, including Traveller children.

6.4.2. Teaching children to value diversity

Children were also referred to as the main group that should benefit from anti-racist awareness. Indeed, it is established that children's attitudes are learnt at a very young age. In order to counter the development of racist attitudes and behaviour, it is crucial to work with young children to enable them to learn positive attitudes and behaviour towards racial difference.

- ⇒ Children should be educated and supported to value social and cultural diversity so that all children, including Travellers and other black and minority ethnic groups, achieve their full potential.
- ⇒ Specific training and information should be provided for those who work with young children.

6.5. Dalits

Dalits is the name chosen for themselves by an increasing proportion of the up to 250 million people in India, Nepal, Pakistan, Sri Lanka and Malaysia who suffer from caste discrimination. This discrimination takes many forms, but it operates in terms of land, education, employment, housing and the functioning of the criminal justice system. In the Indian constitution caste discrimination is outlawed, but it still continues in all parts of Indian society. Those who resist are often threatened, harassed, beaten and even killed. At the National Public Hearing on Caste Violence in Madras in April 2000, scores of Dalit people gave evidence of the atrocities they have suffered, and the lack of support and assistance from the police. In many cases the police were the perpetrators of the violence.

- ⇒ The governments of countries where caste discrimination exists must take much more radical measures to stamp it out.
- ⇒ Dalit communities and campaigns must be given every assistance from countries where there is more freedom of speech and protection for campaigners.
- ⇒ UN agencies must monitor more carefully the effects of caste discrimination and harassment.
- ⇒ External governments and NGO's who support and assist development in countries of caste discrimination must insist that their support helps to eradicate such discrimination rather than entrench it.

7. Specific issues

7.1. Racism and poverty

During most of the meetings, the link between racism and poverty or social exclusion was mentioned as one of the causes and manifestations of racism. Amongst those who mentioned the link between racism and social or economic exclusion, many felt the need to stress that certain international institutions such as the World Bank and private multinational companies, do not always take a Human Rights perspective and therefore contribute to the exploitation of certain groups.

⇒ The WCAR needs to associate racism and globalisation and study the extent to which victims of racism are affected by globalisation and the profit-making strategies of large private companies.

7.2. Health

The issue of health was raised in only three meetings and did not lead to extensive discussion or recommendations. However, where mentioned, the importance of this issue was stressed, especially as the UN documents do not seem to put any emphasis on it. For this reason, it is all the more important to examine how health and its provision can and is often linked to racism. The report from the Northern Ireland consultation focuses extensively on the issue of health and highlights a number of recommendations that summarise the main concerns voiced informally by participants of several meetings. Therefore, details of the recommendations around health can be found in the section on Northern Ireland.

7.3. Rural Racism

Although mentioned in only two meetings, rural racism is an area of concern, particularly at local level. It was perceived to be linked to the relatively low numbers of minority ethnic communities and therefore not much attention was given to this issue. However, it is imperative to consider how to provide adequate services, protection, recourse and redress to communities who sometimes face severe discrimination and feel isolated and unsupported.

7.4. Discrimination on the Grounds of Culture

Culture is an integral part of social identity and its respect is crucial for the equal and peaceful co-existence of different peoples. Nevertheless, prejudice manifests itself with the use of stereotypes against people belonging to ethnic groups with distinct cultural identity, such as the Sikhs, leading to discriminatory practices towards them. Address of such discrimination becomes crucial if one considers that these people are not protected by legislation on freedom of religion nor against discrimination on grounds of ethnicity, for such legislation does not necessarily concern people's cultural characteristics and so cannot protect them.

⇒ States must formulate and implement legal provisions for the protection of victims of such discrimination as well as encourage commercial, employment and social institutions and agencies to accommodate in their policies and practices essential features of the distinct cultural identity of people when this exists.
⇒ states must engage in the active promotion of diversity, cultivating the respect for diverse cultures and the importance of protection of their rights on the basis of the human rights principles

8. Issues arising from devolution

In this section, we focus on specific issues that surfaced at individual meetings. These issues derive from the effects of devolution.

8.1 Northern Ireland

8.1.1. Legislation

European level:

- ⇒ The devolved government in Northern Ireland should consult widely with the black and minority ethnic communities in relation to the full implementation of the Race Directive.
- ⇒ The devolved government should implement the Framework Directive on employment as a matter of urgency in relation to age and disability by 2003, instead of 2006.

National level:

- ⇒ The devolved government should extend, through the earliest legislative time-table, the Race Relations (Amendment) Act 2000 to Northern Ireland to include all public authorities.
- ⇒ The Single Equality Bill for Northern Ireland should reflect the following objectives of the legal framework:
 - The purpose of legislative measures is to eliminate unlawful discrimination (negative aspect of equality) and promote equal protection within the law (positive aspect of equality)
 - Groups covered by the legislation should include all groups under Section 75
 - The scope of protection should include all employment areas, as well as the provision of goods, facilities and services
 - There must be clear, consistent and easily intelligible standards
 - The regulatory framework must be effective, efficient and equitable
 - Individuals should be free to seek redress for the harm they have suffered as a result of unlawful discrimination through procedures which are fair, inexpensive and expeditious, and the remedies should be effective
 - Wider participation and consultation from the groups being protected by the law to foster change
 - The regulatory framework must promote the issues of multiple identities and redress the issues of multiple discrimination
- ⇒ The Northern Ireland Office should extend existing laws in Great Britain, such as Crime and Disorder Act 1998, to Northern Ireland to tackle racial harassment, attack and criminal damages.

8.1.2. Issues facing asylum-seekers and refugees

Lack of community infrastructure or support

There are no refugee community organisations in Northern Ireland. The lack of such community support exacerbates the social isolation faced by asylum seekers in Northern Ireland. Such isolation impacts upon the mental health and well being of individual.

- ⇒ Commitment needed from public authorities and funding agencies to resource refugee community organisations working with refugees and asylum seekers.

Awareness of asylum & refugee issues among public authorities

Although not directly responsible for immigration and asylum procedures, the Northern Ireland Executive has responsibility for the welfare of residents in Northern Ireland, which requires that they also consider issues of asylum seekers and refugees in all relevant policy areas.

- ⇒ Asylum seekers and refugee issues must be considered by public authorities when making policy decisions.

Limited availability of access to legal representation

As numbers of asylum seekers increase in Northern Ireland, so too does the demand for experienced law practitioners in this field. If applicants are not able to access qualified and experienced representation, this will ultimately jeopardise their applications.

⇒ Specific training is needed to ensure that adequate legal representation can be obtained by asylum seekers and refugees, in particular with regard to their applications.

Detention

The lack of appropriate detention facilities in Northern Ireland results in asylum seekers being detained in mainstream prison facilities.

⇒ It is inappropriate to detain asylum seekers in mainstream prison facilities with convicted offenders. This issue must be addressed by the public authorities involved including, the NIO, the Home Office and the Immigration Service.

Education services for children of those seeking asylum

Children of those seeking asylum often require additional support within the education system.

⇒ Effective and sustainable educational and financial support must be made available to the children of those seeking asylum with regard to language, family liaison, and help with school uniforms and other educational equipment not provided for by the voucher system.

8.1.3. The Media

The Report *Press reporting on minority ethnic issues and racism in Northern Ireland* noted that “There is little doubt the media is influential in shaping the parameters within which minority ethnic groups are viewed and discussed by the white, settled community”. Yet, as the report highlighted, black and minority ethnic issues tend to be marginalised or excluded from coverage in Northern Ireland. Secondly, it has been suggested that the failure to acknowledge the ‘human face’ behind what has been described as the ‘superficiality’ of reporting on black and minority ethnic issues results in an ‘abstract’ view of large groups of people. In Northern Ireland the issue of media reporting is particularly pertinent in relation to Irish Travellers who, it has been noted, are accorded (the) most media prominence. Unfortunately this prominence is largely negative, hostile and presents a stereotypical view of this particular racial group.² Others who are, increasingly, receiving media attention are asylum seekers and refugees and migrant workers and it will be important to ensure that there is no repetition of the extreme hostility against asylum seekers which has been a feature of newspaper reporting in Britain and the Republic of Ireland.

- ⇒ Only mention a person’s racial or ethnic background if it is strictly relevant to the story. Would this detail be mentioned if the person was white or from the settled community?
- ⇒ Avoid a sensationalist approach to race relations issues and to controversies over Travellers or asylum seekers.
- ⇒ Try to obtain viewpoints from organisations representing black and minority ethnic groups.
- ⇒ Select photographs or film to accompany reports or stories which do not perpetuate racist stereotypes.
- ⇒ Publish articles which challenge racist assumptions.
- ⇒ Do not allow letters columns or viewer/listener comment programmes to be used to spread racial hatred.
- ⇒ Designate a staff reporter with a specific racial equality brief.

8.1.4. Health issues

Various broad recommendations relating to health issues should be considered for application throughout the whole of the UK.

- ⇒ Equity of treatment with equality of access and outcomes in health care provision regardless of race, gender, sexual orientation, religion, political opinion, age, marital status, disability or whether or not they have dependants.
- ⇒ Recognition of race as an important factor in accessing and experiencing health care.
- ⇒ Recognition that there are multi-identity health issues for women and children such as race and gender, race and age, race and disability.
- ⇒ Action by governments to ensure that all health care providers receive adequate and appropriate training in race and health issues, including anti-racism and cross-cultural understanding.
- ⇒ Promotion and adequate funding of a multi-cultural approach to health care, including needs assessment, research and service planning.
- ⇒ Redressing the current inequalities in pharmaceutical research and developments to produce affordable treatment for endemic diseases world wide.

² Irish Travellers are specifically identified as a racial group in the Race Relations (NI) Order 1997

- ⇒ Promotion of good practice in health care provision for women and children taking account of differing cultural and ethnic values, including a consultation process;
- ⇒ Consistent and equal access to interpreting services and language. Specific health information for women and children.
- ⇒ Adequate health provision for refugees and asylum seekers women and children
- ⇒ Development of multi-cultural counselling models for women and children.
- ⇒ Awareness training on family, cultural and traditional rituals regarding health and illness with particular attention to childbirth, death of spouse, baby or parent infertility.

8.2. Scotland

8.2.1 Scottish Identity and ethnic minority communities

It was felt during the two Scotland meetings that issues around the establishment of Scottish identity were having a lot of impact on ethnic minority communities. A certain amount of concern was voiced about the fact that devolution had encouraged the use of gaelic in a more mainstream way, for instance, but that did not leave much space for including Scottish minority ethnic communities in Scottish identity. It was also noted that, in Scotland, people were still discovering racism and that there was a lack of debate on 'race' within Scotland.

- ⇒ At a time when Scotland is defining its identity, there is a need to be particularly careful that minority ethnic communities should not "left out" of this process. Scottish identity needs to be inclusive and take the diversity of its population into account.

8.2.2. Role of the Scottish executive

It was felt that there was an important role for Parliament.

- ⇒ Parliament should take responsibility for ensuring that public bodies fulfil their obligations under the Race Relations (Amendment) Act (public duty).
- ⇒ A consistent system should be developed for the auditing of Parliament (itself), government and public institutions against their stated objectives, priorities and actions and highlighting their successes and failures.
- ⇒ Since Parliament has control, once refugees get to Scotland, over housing, support and service provision, etc., it should be able to assert its own priorities against those of the central government as it did with regard to long-term care of the elderly.

8.3. Wales

A consultation meeting took place in Cardiff in July. The following notes reflect the general discussion and recommendations that came out of the discussions. However, it is important to note that all participants did not agree on certain points, in particular the effect of devolution on Race Relations in Wales.

8.3.1. Causes, sources and manifestations of racism

In general, the causes of racism identified in the meeting were similar to those listed in Part I, Section 1 of this report. However, a number of causes and manifestations were specifically mentioned in the Cardiff meeting. These included:

- Segregation amongst black and minority ethnic communities in Wales that needs to be tackled in order to be more effective in the fight against racism
- Tolerance levels: sometimes, people do have the knowledge and the understanding of other cultures but are still not willing to tolerate or accept difference.
- Lack of voice given to black and minority ethnic community. Although a lot of money is spent in the field of race relations and improving black and minority ethnic conditions, the impact of money spent is not evident: feeling that there are no results.
- Discrimination can manifest itself in Wales amongst white communities: example of the Welsh National Museum where it is, like many other places in Wales, a distinct advantage to speak Welsh in order to get a job.
- It was mentioned that there was also a great degree of xenophobia in Wales, especially in regions such as the Valleys, where anyone or anything foreign would be rejected so it is not only a question of Black/White Racism.

- ⇒ Need to address the issue of the “sense of belonging” (or lack of it) of black and minority ethnic communities in order to address racism.
- ⇒ Need to recognise the diversity of black and minority communities and work together towards a common goal and follow existing successful models of work.

8.3.2. Victims of racism

Religious discrimination is perceived to be a major manifestation of racism, especially Islamophobia. There is a sense that the Welsh majority does not understand Islamophobia, and refuses to accept that it exists in Wales. Women were also identified as victims of racism in a more severe way, being often victims of multiple discrimination (Muslim women for instance).

- ⇒ Islam needs to be recognised as one of the major faiths in this country and should be acknowledged as such, bearing in mind the diversity of Islam and its practices across the UK
- ⇒ Funding should be made available for religious education
- ⇒ Need for the Welsh Assembly to be responsible for collecting and monitoring reliable disaggregated data, especially regarding refugee women, in order to make them more visible.

Regarding the All Wales Ethnic Minority Association (AWEMA), although its setting up is a positive development, it was perceived by some to be used in a “tokenistic” way by the Welsh Assembly.

- ⇒ Its value and impact need to be clearly communicated and measured against key indicators to evaluate its role and achievements

8.3.3. Effect of devolution in Wales

A substantial part of the debate was around the effect of devolution and the role of the Welsh Assembly in the fight against racism and racial discrimination in Wales. A number of participants considered that the lack of implementation of legislation took a specific dimension in Wales in relation to the interaction with the Welsh Assembly. Whereas one participant disagreed with this view, other participants felt that devolution seems to have had a negative impact on the positive development of race relations. The general feeling was that the responsibilities of the Welsh Assembly and Westminster in this field have not been clarified and this has resulted in ineffective implementation, lack of communication between the Welsh Assembly and the black and minority ethnic sector.

- ⇒ The Welsh Assembly should take an active role in ensuring that the Race Relations (Amendment) Act is implemented in Wales.
- ⇒ The Welsh Assembly should start by applying these principles within its own organisation (at present there are no black and minority ethnic members of the Welsh Assembly)

8.3.4. Role of Race Equality Councils in Wales

It was noted that Race Equality Councils and communities should work together to make their services more effective in dealing with racial discrimination and harassment. They should also continue working together to ensure effective implementation of the Race Relations (Amendment) Act.

9. Next steps

In most of the meetings, real emphasis was put by the participants on the fact that the WCAR is not an end in itself. It is therefore crucial to ensure that NGOs and CBOs are informed about and involved in the follow-up to the WCAR. In this sense, the present report will be amended and changed according to the developments leading to the WCAR and the consultation will continue after the Conference in South Africa. UKREN has set a timetable which includes both preparations for and follow-up to the WCAR. The next steps can be summarised as followed:

31 July – 10 August 2001	3 rd Preparatory Committee in Geneva
26 – 27 August 2001	Youth Summit, Durban, South Africa
28 August – 1 September 2001	NGO Forum, Durban South Africa
31 August – 7 September 2001	World Conference Against Racism
September – October 2001	Feed back on the outcome of the WCAR by UKREN to UK NGOs
November 2001	Concluding Conference to discuss WCAR follow-up with UK NGOs

APPENDIX I : List of meetings and contacts of Partner Organisations who organised the regional consultation meetings.

Place	Date	Partner Organisation	Contact Details
Belfast	16/02/01	Northern Ireland Council for Ethnic Minorities (NICEM) Contact: Patrick Yu	3rd Floor, Ascot House, 24-31 Shaftesbury Square Belfast BT2 7DB Tel: 02890 238 645 Fax: 02890 319 485 NICEM@n-ireland.freeserve.co.uk 600 Great Victoria Street
		Equality Commission for NI Contact: Sheila Rogers	Belfast BT2 7BB Tel: 02890 500 675 srogers@equalityni.org
Leeds	19/03/01	Joseph Rowntree Charitable Trust (JRCT) Contact: Maureen Grant	The Garden House Water End York YO30 6WQ Tel: 01904 627 810 Fax 01904 651 990 Mag@jrct.org.uk
Glasgow	22/03/01	Scottish Council for Voluntary Organisations (SCVO) Contact: Farkhanda Chaudhry	9th floor, Flemming House, 134 Renfrew Street, Glasgow G3 6ST Tel: 0141 332 5660 Fax: 0141 332 4225 Farkhanda.chaudhry@scvo.org.uk
Edinburgh	23/03/01	Black & Minority Ethnic Community Safety Group Contact: Jacinta Barker	Room D6, Craigroyston CH School, Pennywell, Edinburgh, EH4 4QP Tel: 0131 467 7990 Fax: 0131 467 7991 Bcdp@cableinet.co.uk
Birmingham	27/03/01	Minorities of Europe Contact: Deepak Naik	European Office 40 Stoke Row Coventry CV2 4JP Tel/Fax: 024 7644 3475 Deepak@gnaik.freeserve.co.uk
Nottingham	04/04/01	Afro-Caribbean & Asian Forum Contact: Veronica Sterling	Unit 1, 35 Ebury Road Sherwood Rise Nottingham NG5 1BB Tel: 0115 969 1224 Fax: 0115 985 7404
London	05/04/01	Commission for Racial Equality Contact: Cormack Bakewell	Elliot House, 10-12 Allington Street London, SW1E 5EH Tel: 020 7932 5336 POLCOM2@cre.gov.uk
Sunderland	06/04/01	BECON Contact: Louise Evan-Wong	4a Callerton Place, Fenham Newcastle on Tyne NE4 5NQ Tel/Fax: 01830 540 381 Email: lew@met.uk.net
London	03/04/01	West-Indian Standing Conference Contact: Judy Wise	5 Westminster Bridge Road London SE1 7XW Tel: 020 7928 7861 Fax: 020 7928 0343 Email: Judydcwisc@aol.com
London	10/04/01	1990 Trust Contact: Audrey Adams	12 Winchester House, 9 Cranmer Road London SW96T9 Tel: 020 7582 1990 aadams@gn.apc.org
Birmingham	12/04/01	Bangladeshi Youth Forum Contact: Aftab Rahman	BYF Centre 63 Gerrard Street, Lozells Birmingham B19 2AH Tel/Fax: 0121 554 0305 aftab@byf.i12.com
London	25/04/01	Women's National Commission Contact: Janet Veitch	Cabinet Office, 35 Great Smith Street London SW1P 3BQ Tel: 020 7276 2555 Fax: 020 7276 2563 Janet.veitch@cabinet-office.x.gsi.gov.uk
Cardiff	02/07/01	Commission for Racial Equality – Wales Contact: Mashuq Ally	14th floor, Capital Tower, Greyfriars Road Cardiff CF1 3AG Telephone 02920 388977 Fax 02920 399680 Mally@cre.gov.uk

