

NEWS & VIEWS FROM GLASGOW'S EQUALITY FORUMS AND GLASGOW CITY COUNCIL

اخبار و آراء من جريدة المساواة وبلدية مدينة كلاسكو

格拉斯哥市議會及格拉斯哥平等評議會的消息及觀點

ਗਲਾਸਗੋ ਈਕੁਅਲਿਟੀ ਫੋਰਮਾਂ ਅਤੇ ਗਲਾਸਗੋ ਸਿਟੀ ਕੌਂਸਲ ਵਲੋਂ ਸਮਾਚਾਰ ਅਤੇ ਵਿਚਾਰ

گلاسگو کے اکویٹی فورم اور گلاسگو سٹی کونسل کی طرف سے خبریں اور نظریات

Mainstreaming Equality

It was with great pleasure that I agreed to write an article for the front page of the first edition of the 'Equality Bulletin'. Clear communication between equality campaigners and the Council is absolutely essential. We are delighted to make this process easier by funding the production of the Bulletin.

When the new Glasgow City Council was established in 1996 one of the first things it did was set up an Equality Committee to ensure the continuation and development of the good work done in this area by its predecessor authorities. As many of you know, the work of that Committee is now the responsibility of the Policy and Resources (Social Inclusion Strategy) Sub-Committee – or 'the Social Inclusion Sub' as it's more commonly called!

Many people were sorry to see the Equality Committee go, but I do feel that the Social Inclusion Sub is a more effective tool for mainstreaming equality throughout the Council's policy and practice. It reports to Policy and Resources Committee and you cannot get closer to the heart of the City Council than that. Councillor Jim Coleman, Deputy Leader of the Council, chairs the Sub-Committee and I am its Senior Vice-Chair with a special interest in equality issues. The Social Inclusion Sub has a wide remit and can consider or request papers from across the Council on issues relating to social inclusion. Equality issues are to the forefront of the Committee's deliberations.

My equality brief was formally agreed by the Sub-Committee earlier this year. We took this

action in response to the concerns raised at the 'Open Space' consultative event organised by the Equality Networks Forum in November last year. Participants were concerned that they had lost their direct link with Councillors. In future I will be attending meetings of the Equality Networks Forum. This Forum is a key mechanism enabling the Council corporately and the equality networks to work together on equality issues in Glasgow.

Over the next few months I'll also be holding meetings with each equality network to discuss your key priorities and how the Council can most effectively assist you in making progress on these. Be assured that I am committed to pursuing change and improvement wherever the Council has the control or influence to do so.

I will of course be assisted in my task by a wide range of Council Officers, not least our Corporate Policy team specialising in equality issues. You will find contact details within the pages of the Bulletin. I look forward to working with you all and making real progress on key equality issues in Glasgow.

Congratulations to all those involved in getting the first issue of the 'Equality Bulletin' off the ground. I believe that we will all find the Bulletin and the proposed equality website invaluable in supporting joint working and information sharing. I look forward to working with all Glaswegians who are committed to promoting equality.

Councillor Archie Graham

Councillor Archie Graham

Tel. (secretary) 0141 287 4150 or email:
archie.graham@councillors.glasgow.gov.uk

Contents : Issue One

Disability Network News	2
West of Scotland Lesbian and Gay Forum : Challenging Homophobia, the Work Continues	3
Glasgow Black Voluntary Sector Network	4
'Silent Scream' Seminars	5
LGBT Youth Work in the West of Scotland	6
Glasgow Access Panel	7
Glasgow City Council : Corporate Policy Department	8
City Council Funding for Equality	11
Personal Assistant Employers' Support Group: Getting Personal?	12
Glasgow Women's Voluntary Sector Network	13
'Keep the Clause' Campaign fuels homophobic attacks	14
Community Languages and issues of translation	15

Welcome to the first issue of Glasgow's Equality Bulletin, bringing you news from Glasgow's Equality Forums and news on equality issues from Glasgow City Council.

The Bulletin is part of an initiative funded by Glasgow City Council's Equality Network Forum to support effective communications, information sharing and joint working between Glasgow's voluntary sector and Glasgow City Council.

In the near future we hope to launch an electronic-newsletter which we can deliver by e-mail to your computer and our plans also include the development of an Equality web site for Glasgow that will provide information to support Glasgow's voluntary sector as well as serving as a gateway to relevant news, information, organisations, funding etc.

The Bulletin will be published quarterly, with a special issue coming out once a year aimed at reaching a Glasgow-wide audience with news and information on equality issues. The first of these special issues will come out at the beginning of 2002.

If you are interested in writing something for the Bulletin please refer to our 'submission guidelines' on the back page and if you require any further information please contact us.

Disability Network News

There has been significant progress for disabled people in recent years which has improved the lives of many disabled people in Glasgow and Britain. Among these are the introduction of Direct Payments allowing disabled people to purchase support rather than have it arranged by the local authority, the Disability Discrimination Act, the establishment of the Disability Rights Commission, and the development of Centres for Independent Living, including one in Glasgow.

Despite these strident steps forward, thousands of disabled people in Glasgow continue to be unfairly discriminated against and are excluded

from social, economic and political life. Disabled people face discrimination in accessing education and employment, in using the 'public' transport system, and in social activities. Disabled people are frequently unable to access polling stations and are therefore prevented from using our right to vote. We are also unlikely to have a decent income and indeed, poverty among disabled people has increased due to cuts in disability benefits over the last few years. These difficulties pervade the lives of many disabled Glaswegians on a day to day basis, preventing inclusion, social justice and active citizenship.

We are a developing network of disabled people in Glasgow and are currently operating

Continued on page 15

West of Scotland Lesbian and Gay Forum: Challenging Homophobia, The Work Continues

Having been heavily involved in the 'Scrap the Clause Campaign' last year the West of Scotland Lesbian and Gay Forum was delighted when the pernicious Section 2A was finally repealed by the Scottish Parliament in the autumn of last year.

As a coalition of all the major support groups and organisations for lesbian and gay people in the West of Scotland, the members of the Forum were well aware of the impact that Section 2A had had since its inception on the lives of Lesbian, Gay, Bisexual and Transgender (LGBT) people. This was only compounded by the blatantly homophobic campaign waged by the Christian Institute and Keep the Clause. A culture of fear and discrimination was fostered throughout Scotland, which had the potential to set back the fight for rights for LGBT people for many years. That they failed in the end has to be seen as one of the major triumphs of the Scottish Parliament so far and a major step forward in the LGBT quest for equality.

However the Forum was also clear that the struggle continues and have worked hard over the following months to ensure that a sense of complacency did not set in. Through the Forum, the member groups and agencies continue to lobby local authorities and other organisations throughout the West of Scotland to ensure that they continue to include the needs of lesbian and gay people in everything they do.

The Forum has actively supported the establishment of the Strathclyde Police Homophobic Crime Help-line through its involvement in the LGBT Police Liaison Group. The line aims to enable victims of homophobia and homophobic crime to report the crime as easily as possible.

The Glasgow Alliance has also been challenged

on its complete omission of the LGBT community in its latest policy documents. All too often, sexuality is the equality issue missed out or referred to as 'and so on'. The Forum believes that The Glasgow Alliance has a duty to represent the needs of all marginalised communities in its work and has so far failed to do so.

Representatives of the Forum have also been involved in ongoing discussions regarding Glasgow City Council's statement on the inclusion of the equality agenda in the work of all schools throughout the local authority area.

As well as all of this, the Forum has also been involved in a strategic review to ensure that it is as representative as possible and has a constitution which reflects the current situation with regard to its membership. This work is ongoing at the moment and will ensure that the Forum is there to lead the challenge to homophobia, both personal and institutional, for the foreseeable future.

Charlie McMillan

Charlie McMillan is the Chief Executive at PHACE West and represents this organisation on the West of Scotland Lesbian and Gay Forum. For more information on the Forum contact Pats Harvie on 0141 332 3838 or email patsh@phacewest.org

Homophobic Crimes Reporting Helpline

If you are gay or lesbian you have the right to be safe and feel safe as you go about your daily life.

If you are the victim of verbal abuse, domestic violence or assault contact this helpline number

0141 331 2727

We will listen to you, take you seriously, and help you to make decisions to sort things out

Glasgow Black Voluntary Sector Network

The aim of the Glasgow Black Voluntary Sector Network is to support, develop, share information, act together in strength for the purpose of alleviating the discrimination and poverty experienced by black communities in the greater Glasgow area.

Membership of the Network is open only to black people and member organisations must elect a black person as a representative. The term black is used in its political sense and membership is open to anyone who defines themselves as such. It is an inclusive term and applies to individuals and organisations from the various minority ethnic communities in Glasgow.

The Glasgow Black Voluntary Sector Network meets regularly at GCVS on Wednesday mornings from 10am – 12noon and in addition it has held some special events including consultations on The Stephen Lawrence Inquiry, An Action Plan for Scotland, racism and the police, the Glasgow Alliance Strategy, The Scottish Executive Equality Strategy.

The Network formally constituted itself in June 2000 and is in the process of developing its membership. It sends representatives to the Equality Networks Forum and has participated in various consultations run by the Council and the Scottish Executive.

The most ambitious consultation exercise was run in November 2000 when the Network organised an Open Space event in Glasgow City Chambers to look at the issue of Fighting Racism. The event was funded through the City Council's Consultation Grant and was supported by

Strathclyde Police who contributed some funding and sent thirty police officers to the event. Despite a lower than expected turnout from people from the black communities, the event gave an opportunity for a range of issues to be explored.

A total of thirteen topics were discussed and at the end of the day, participants prioritised the most important issues. The top five priorities were:

1. How do the police understand young people? Better communications between young people and the police are needed. There is a need to build relationships with youth/police. Change police attitude to make it more positive. Create a point of contact for young people with local police. Perhaps set up a Youth Forum.
2. There is a need for a youth conference
3. The Children's Panel system: Increased resources and communications. Feedback to victims by seeking alternative strategies. More secure units for juveniles.
4. More community activity. Groups should be encouraged to approach police with issues.
5. Bias against black people when they are victims and when they are perpetrators. The need for research by an independent body was recognised and it was suggested that this should be funded by the Scottish Executive.

Other topics/questions discussed were:

- different and equal
- reporting racial incidents to the police
- barriers to joining the police
- fear of crime
- community policing and access
- young people & the police



- meaningful communications
- investigating crime
- education and racism
- perception of racial incidents
- judicial system

The Open Space Event, Fighting Racism and the Police was well attended by a group of young people from the Woodlands Initiative and since the conference a group of young people have been planning and preparing a Black Youth Conference in June.

For more information on the Network, contact Saqib Abassi at CSV Health Action Project 204 1681 or Irene Graham at GCVS 332 2444

'SILENT SCREAM' SEMINARS

Glasgow Healthy City Partnership Black & Ethnic Minority Women's Health Sub-group has been active for a number of years in progressing many areas of work on various issues including: mental health, lifestyle and inequality issues. Due to an increase in the number of suicides and reported cases of domestic violence, recent work has focused on the specific needs of black and ethnic minority communities and examining their experience of current services.

At the same time, the Glasgow Black Voluntary Sector Network identified the issue of domestic violence as a key area for wider consultation and agreed to support this through its City Council Consultation Grant. Women members of the Glasgow Black Voluntary Sector Network who were also members of the Glasgow Healthy City Partnership Black & Ethnic Minority Women's Health Sub-group agreed to take forward this agenda through both forums. It was agreed that to break the silence that often surrounds domestic violence a series of three seminars would be organised to

explore and address existing barriers. To date two seminars have been held with a third planned for September 2001.

SEMINAR 1

HEARING THE SILENT SCREAM

This seminar explored the Black and ethnic minority women workers' experience of working within the community setting and addressing the issues of gender based domestic violence. Attended by 56 workers, it was viewed as extremely productive by all those involved. It was a women only event.

SEMINAR 2

LISTENING TO THE SILENT SCREAM

The focus of this seminar was to obtain an interagency overview of current work practice within mainstream organisations as well as the tailored service provision. There were a number of pertinent issues that surfaced as a result of this second seminar that will be detailed in a forthcoming report. Attendees expressed a keen interest to develop links and work with black led projects to ensure a culturally competent approach in working with women from black and ethnic minority communities.

SEMINAR 3

RESPONDING TO THE SILENT SCREAM

This seminar will bring together findings and recommendations from the previous 2 seminars and create a suitable environment for an open debate amongst officers responsible for funding, strategic development and social inclusion.

All of the findings will be submitted to the Multi-Agency Partnership on Violence Against Women

“breaking the silence”

Lesbian, Gay, Bisexual and Transgender (LGBT) Youth Work in the West of Scotland

Growing up can be difficult at the best of times. Even more so for those young people who begin to realise they are 'different' in some way from the people around them. All of us who work in the 'equality' fields can testify to this.

But for young people who realise that they are lesbian, gay, bisexual or transgendered, the issues can be very different. Many will come up against the 'just a phase' attitude, and indeed many young people do question their sexuality for a time, working out how they feel about various different identities. If our society valued all of us equally, perhaps this normal adolescent experience would be easier. But in our society, being 'straight' is the norm, and the words used for other identities are among the first insults we all learned in the primary school playground.

Indeed, sometimes the hardest part of growing up gay can be dealing with school life. Homophobia exists in all parts of life, but can often be most damaging during the time when LGBT youth are only just reaching an understanding of their identity. In Scotland, schools are among the most violently homophobic places in society, and very few young LGBT people feel safe there.

Some people become more comfortable with their sexuality sooner than others. Some may decide to come out at school, others leave it till perhaps college, or even later, some may never come out fully at all, perhaps telling just a few close friends. Whatever choices they make, though, almost all find themselves without sources of support and information at least for a period.

PHACE West is engaged in trying to reach this group of young people, through supporting the Bi-G-LES Youth group which meets in the city centre. It's a group with a long history, having

been set up by young people themselves in the 70s. They realised that no-one else was providing anything for them, so they had to create a safe space themselves, in which they could meet, socialise, and support each other in what for many was the first positive peer group they had ever had.

it's homophobia that's QUEER

We deal with a similar range of issues as other youth workers, of course, but the scale of the problem is often different. Young gay and bisexual men, for example, are around seven times more likely to attempt suicide. Alcohol is another issue, since all our social venues are licensed. LGBT people are much more likely to be the victim of attacks in the street, and have less access to mainstream services than their straight peers. In addition, of course, most sex education only puts information into a heterosexual context, taking no account of the higher prevalence of HIV among gay and bisexual men, or the specific sexual health needs of lesbian and bisexual women.

The last couple of years have been pretty tough going – Bi-G-LES and PHACE West were close to the centre of the Section 28 debate. Funding was frozen, questions were asked in parliament about our work, and the same bigoted messages came at us from tabloid rags and Souter billboards – “protect our children... Keep the Clause”. We got through it though – in parliament and in the courts, our work was vindicated. In the media too, anyone who thought we hadn't won the argument can't have raised their head up from the Daily Record! We thought we'd be able to move on.

But since then, PHACE West's youth work has been in near-permanent funding crisis. Unable to secure funding from statutory sources, we've been lurching from grant to grant, trying to keep things going. At the time of writing, we're once again coming to the end of a grant, with no certainty even about next month.

New referrals flood in, as ever. The summer holidays are fast approaching – always a busy time for us, as the temporary freedom from the pressures of school give many young people the desire to take some steps towards coming out. We can only hope that there's still a service for them when they come looking.

Patrick Harvie

Patrick Harvie is the youth worker at the PHACE West Gay Men's Project, and is the Convenor of the West of Scotland Lesbian and Gay Forum. Contact: Phace West, 49 Bath Street, Glasgow G2 2DL Tel. 0141 332 3838 or email: patsh@phacewest.org

Glasgow Access Panel

Glasgow Access Panel acts as a focal point for awareness raising, lobbying and discussion of all issues relating to access for disabled people in Glasgow.

The Panel is an organisation run by disabled people for the benefit of disabled people. As a result, membership is restricted to other user-led organisations working in Glasgow and individual disabled people who have a particular knowledge of access issues. In addition, we can co-opt representatives from other organisations who have a particular interest in access issues. Currently, there are representatives from Glasgow City Council, Development & Regeneration Services and Glasgow City Housing, Community Care section. We have also established channels of

communication with each department of the City Council.

Over the past three years we have concentrated our efforts on the following key areas:

- .. Information and advice
- .. Consultation
- .. Representation
- .. Training
- .. Meetings
- .. Funding

The Panel will continue to pursue its objectives over the next twelve months. The main objective for the next year is to produce an updated Disability Access Guide for Glasgow in conjunction with a new web site for the Panel. Our other objectives are to:

- .. Promote the work of the Panel and encourage disabled people to see us as the first point of contact when access issues arise
- .. Develop and strengthen our existing links with Glasgow City Council and become more involved in its planning strategies and proposals
- .. Continue to respond to requests for information and advice on access issues, including inclusive design and good practice
- .. Respond to all consultation papers on issues that affect access for disabled people
- .. Maintain existing links and forge new links with organisations whose work involves access issues
- .. Identify and provide training on access issues for members of the Panel.

Donald Anderson

Donald Anderson is Chair of the Glasgow Access Panel. Contact: 0141 550 4455, email donald@cilig.co.uk or write to Glasgow Access Panel, c/o GCVS, 11 Queens Crescent, Glasgow, G4 9AS

Glasgow City Council : Corporate Policy

A small team of policy officers based within the Corporate Policy Section of the Chief Executive's Office is involved in supporting the Council's equality commitments. There are 5 staff working on disability, race, women's issues and lesbian and gay issues. They assist in the formulation, implementation and review of Council policy on equality and act as a Council-wide source of information on equality issues, policy and legislation.

Working with Council services and other agencies in order to promote equality measures is an ongoing commitment, as is coordinating the Council's response to consultation documents from the Scottish Executive and other agencies. Members of the team also produce reports on equality issues for consideration by the Council and prepare briefings for Councillors and the Chief Executive.

The Council supports a number of celebratory activities including International Women's Day, Pride, International Day of Disabled people and World AIDS Day. Equality staff promote these events and administer the funding which the Council provides to those organising events.

Ann Hamilton, Principal Policy Development officer, heads up the team and is involved in a range of activity across equality issues, including making progress on the Council's policy on prostitution issues and convening the Equality Network Forum.

lesbian and gay equality

Ann also has responsibility, at the moment, for progressing lesbian and gay issues. A meeting is scheduled with Councillor Archie Graham and representatives of the West of Scotland Lesbian and Gay Forum to agree priorities for action over the next year. Ann has been liaising with the Women's Library who are pulling together a guide designed to raise awareness of

homophobia and its effect on the lives of lesbians and gay men. The guide will be published and available by the end of this year.

ann.hamilton@ced.glasgow.gov.uk
Telephone 0141 287 5861

women's equality

Jean Murphy, Senior Policy Development Officer (gender equality) works closely with other Council Services to promote women's equality and ensure that they recognise and respond to the needs of women. Of course Jean is also in close contact with women's groups in the City as well as other statutory agencies such as GGHB and Police.

Although Jean's remit is gender equality in general, a large part of her work over the past year has been concerned with violence against women. This is partly due to the high profile given to this issue by the Scottish Parliament and partly due to the Council's desire to promote and be involved in multi agency working on violence against women. In this respect Jean has been heavily involved in the Glasgow Multi Agency Partnership on Violence Against Women (MAP). Other areas of work on this topic which Jean is involved in include funding issues for women's groups which support women who experience violence and securing Scottish Executive funding for increased refuge provision in Glasgow.

Every year the Council supports local events to celebrate International Women's Day and Jean co-ordinates distribution of funding for suitable events. Application forms are sent out at the beginning of January to organisations on her mailing list.

jean.murphy@ced.glasgow.gov.uk
Telephone 0141 287 5914

disability equality

Jane MacKenzie, Senior Policy Development Officer (Disability) has been in post for about six months and has been busy making contacts within the Council and with the disability movement, identifying issues to be tackled and gaps to be filled, both in policy and in practice. Currently she is discussing with Council colleagues how best to take forward the early work of the Council's interdepartmental Officer Working Group on the Disability Discrimination Act. Council officers working together will identify where Council-wide guidance needs to be produced to assist departments to develop a consistent approach to disability equality issues. Our planned approach is to take a best practice approach to making services and jobs more accessible to disabled people.

Jane has been looking at ways of assisting the Glasgow Organisation of Disabled People (GOOD) to build its capacity to represent the views of disabled people in the city. The Council has provided some funding to assist the organisation develop its role and to support the effective participation of disabled activists.

Soon to be published is the series of lectures on disability equality recently hosted by the Council and organised by the Strathclyde Centre for Disability Research. Issues covered include civil rights, legislation, genetics and supported employment. Please let Jane know if you would like a copy.

jane.mackenzie@ced.glasgow.gov.uk
Telephone 0141 287 3840

race equality

Edelweisse Thornley, is Senior Policy Development Officer (racial equality). The Council has adopted an action planning approach to the promotion of racial equality. In doing so the Council is implementing CRE Standard Racial Equality Means Quality. The

Council held a stakeholder meeting on 21 March 2001, International Day for the Elimination of Racial Discrimination, at which it consulted with black and ethnic minority people on progress in implementing the 2000/01 Anti Racism Action Plan. Council services are required to prepare and implement service-based anti-racism action plans. Edelweisse chairs the Council's Anti Racism Officer Working Group.

Following the publication of the Stephen Lawrence Inquiry report all police services and local authorities have been encouraged to work together to tackle racial harassment. Officers from Education, Social Work and Housing services are members of Multi Agency Racial Incidents Monitoring (MARIM) Groups which are chaired by Strathclyde Police. Edelweisse is also involved in the work of the Glasgow Anti Racist Alliance (GARA), a thematic social inclusion partnership.

edelweisse.thornley@ced.glasgow.gov.uk
Telephone 0141 287 5677

Pauline Wallace is our Admin Officer and supports the work undertaken in the section. Pauline keeps a number of mailing lists updated and is able to distribute information and reports to relevant groups or individuals. Pauline provides support to any events, seminars or training sessions organised by the section. Pauline maintains a stock of publications and reports on equality issues, which have been produced by the Council and can respond to requests for copies.

pauline.wallace@pas.glasgow.gov.uk
Telephone 0141 287 0355

Contact any of the staff above if you would like further information or if you would like to be added to mailing lists. Fax number for staff in Corporate Policy is 0141 287 5997

Contacting your local councillor

E-mail addresses for all Glasgow City Council councillors follow the same format:
firstname.lastname@councillors.glasgow.gov.uk

To find out who your local councillor is you can visit the Glasgow City Council web site at <http://www.glasgow.gov.uk>. Click on 'Glasgow City Council' on the top banner and then on 'Councillors' on the left-hand side frame - this will take you to a page where you can search for your local councillor by typing in your street number and name and then clicking Search/Go. Click on the Ward Name given and this will take you to a page of information about your local councillor - surgeries, contact details and committee membership.

Alternatively, from the 'Councillors' page you can also search by Councillor Name, Ward Name, Ward Number, Political Party, or you can view the various Ward Newsletters.

If you prefer to phone or write then contact Glasgow City Council's Public Relations Department who can tell you who your local councillor is and how to contact them:

Public Relations Department, Glasgow City Council, City Chambers, George Square, Glasgow G2 1DU Tel. 0141 287 0900

Contacting your Member of the Scottish Parliament

E-mail addresses for all MSPs follow the same format:
firstname.lastname.msp@scottish.parliament.uk.

To find out who your MSP is you can visit the Scottish Parliament web site at <http://www.scottish.parliament.uk/>. Click on 'MSPs' and then on 'Contacting MSPs' - this will take you to a page where you can search for your own MSP by using your postcode. Alternatively, you can identify which MSPs are involved in which Committees or Cross-Party Groups.

Biographies are also available as a link from the 'MSPs' page which you can search alphabetically and where you will find full contact details for each MSP.

If you prefer to phone, fax or write then contact the Scottish Parliament's Public Information Service who can tell you who your MSP is and how to contact them:

Public Information Service, The Scottish Parliament, Edinburgh, EH99 1SP Tel. 0131 348 5000 or 0845 278 1999 (Scottish Parliament General Enquiries). Fax: 0131 348 5601 Email: sp.info@scottish.parliament.uk

The Disability Conciliation Service

In March the Disability Rights Commission launched a new service to help settle discrimination disputes.

The Disability Conciliation Service "will help disabled people to challenge the discrimination they face on a daily basis - in shops, cafes, bars, cinemas, buying services over the phone - in so many aspects of daily life. It will also help

businesses and service providers to put their point of view in disputes - and will help them to avoid situations where discrimination occurs."

CONTACT: DRC's Helpline, FREEPOST, MID 02164, Stratford upon Avon, CV37 9BR.
Tel: 08457 622 633
Textphone: 08457 622 644
Fax: 0845 778 878
Email: enquiry@drc-gb.org
or visit the website <http://www.drc-gb.org/>

City Council funding for equality

As you would expect from a local authority of this size, resources dedicated to equality are wide-ranging and complex. In a later issue we will look at what different departments are doing, where money is being spent from mainstream budgets, where there are staff with specific equality expertise and so on. For the moment let's leave aside funding attached to 'internal' issues by services and funding streams which include equality projects (eg Section 10 funds from Social Work and Social Inclusion Budget monies) and concentrate on funding key corporate projects.

Policy and Resources (Social Inclusion Strategy) Sub-Committee has an Equalities Development Budget that currently totals approximately £220,000. The purpose of the budget is to move forward the equality agenda strategically. Proposals are prepared for the Sub-Committee's consideration by Ann Hamilton, Principal Policy Development Officer with responsibility for equality issues.

During the last financial year, the following were some of our priorities:

- The Black Voluntary Sector Network
- The West of Scotland Lesbian and Gay Forum
- The Women's Voluntary Sector Network
- Glasgow Organisation of Disabled People
- The Equality Networks Forum ('Open Space' event)
- Zero Tolerance 'Respect' Initiative
- Production of disability lecture series booklet
- Communications Resource Worker (including Equality Bulletin)
- International Women's Day
- International Day of Disabled People
- The Glasgow Mela
- 'Open Roads 2000 (International Romany and Travellers Festival)
- Glasgow World Aids Day Service

- Better Government for Older People
- Pride

This financial year will see many of the above attract similar support. New projects will include additional developmental funding to the Glasgow Organisation of Disabled People, plus the costs of some research to support the Council's planned corporate disability action plan. A Homophobic Harassment handbook will be published and the Rape and Sexual Assault Handbook is being updated. We will of course continue to fund the Communications Resource Worker post.

As you will see from the above, this 'dedicated' budget is small and we would all of course like to see it increased. It reflects to some extent the fact that budgets are tight and services are expected to mainstream equality into their budgets and work programmes. The limited size of the budget obviously means that only a few key projects are developed in any one year. A priority is supporting the contribution of the four city-wide equality forums.

If you have any questions about funding for equality work, please contact Ann Hamilton, Principal Policy Development Officer, Corporate Policy, Chief Executive's Office, Glasgow City Council Tel. 0141 287 5861 or email ann.hamilton@ced.glasgow.gov.uk

'National Lottery Charities Board' Name Change

Check out the new look 'National Lottery Charities Board'- now called *Community Fund: Lottery money making a difference*. Alongside the new name are some changes to the types of grants available, including a fast-track awards programme for applications for under £60,000.

Tel. 0131 221 7100 Minicom 0131 221 7122
email enquiries.scotland@community-fund.org.uk or visit www.community-fund.org.uk

Personal Assistant Employers' Support Group (PAESG): Getting Personal?

If you're a disabled person, you are probably aware of the limitations of traditional service provision from Council or a variety of care agencies. These services inhibit our opportunities to enjoy the same lifestyle as everyone else – for example getting a job, getting a decent education, getting around the pubs & clubs, even getting up in the morning and going to bed at night at a time of your choosing. We believe that direct payments, where you are given the cash resource to employ your own personal assistants or buy in services of your own choosing, would be the best means of supporting people like ourselves to have control over our own lives.

We are a group of disabled people who came together in 1996 to pool our experience and information on independent living. We gave this group the catchy title of PAESG (Personal Assistant Employers' Support Group) which trips off the tongue – particularly after a few jars.



We are either lucky enough to employ our own Personal Assistants (PAs) or aspire to become PA employers. The main reason for coming together was to support each other in our new

role as employers. As you can imagine, to start with it can be pretty scary becoming an employer overnight. We thought we'd benefit from sharing ideas, information and generally giving moral support to each other.

We have started our own newsletter, we often have expert guest speakers for group meetings and members can make use of our program of relevant training sessions, such as Recruitment, Managing Conflict, Assertiveness and Payroll.

It seems to be working. Membership is up, confidence and competence has grown and other similar groups throughout the UK are even calling upon our expertise. As well as the intended outcome of becoming good employers, individuals have developed the skills to enable them to negotiate with elected officials and to participate in policy decision making relating to service provision for all disabled people. We even had time to help develop a Scottish-wide Personal Assistants' Network (SPAEN).

To gain access to resources and influence policy makers we need an effective campaigning group. For that reason, our group has affiliated to Glasgow Organisation of Disabled People (GOOD – but this title may change when they revamp their image).



If you are interested in any of the organisations mentioned above please contact GOOD on 0141 550 4455.

Images from Change Picture Bank

Glasgow Women's Voluntary Sector Network

The aim of Glasgow Women's Voluntary Sector Network is to bring together women who work in the voluntary sector, whether paid or unpaid, to provide a forum for the sharing of information and mutual support, to raise awareness of and advocate for the alleviation of social exclusion and discrimination faced by women in Glasgow.

The objects are to:

1. Provide a mechanism for identifying gaps in information and services to women in Glasgow.
2. Seek to influence the policy and practice of Glasgow City Council and other appropriate bodies delivering services to women in Glasgow.
3. Monitor the Council's and other appropriate bodies' progress on women's issues
4. Consult on relevant issues and act as a point of contact for external consultations.
5. Promote anti-discriminatory practice and advocate for such practice to be the norm by challenging racism, homophobia and disablism by proactively working to end violence and discrimination towards black women, lesbians and disabled women and by drawing connections between types of discrimination (e.g. sexism, racism, homophobia, disablism and classism).
6. Will act as a united voice for women's organisations and organisations that provide a service to women
7. Monitor and evaluate the funding and resource allocation to women's organisations that provide a service to women in Glasgow.

The Network meets regularly and in addition holds events to consider issues in greater depth than is possible during a meeting. Since 1999, the Network has held events, consultations and

conferences on proposed changes to the Urban Programme, funding women's organisations, the Scottish Executive Equality Strategy, the Glasgow Alliance Strategy, women and power and women and partnerships. Its members participated in the Scottish wide Women in Scotland Consultative Forum and the Glasgow based Equality Networks Forum and Multi-Agency Partnership on Violence Against Women.

Glasgow Women's Voluntary Sector Network meets at 2.30 pm in GCVS, 11 Queens Crescent on the following dates:

Thursday 23rd August
Thursday 4th October
Thursday 15th November
Thursday 13th December

For more information contact Irene Graham or Maureen O'Rourke at GCVS 332 2444 or Janette Forman at the Women's Support Project 552 2221

Working with Asylum Seekers or Refugees in Glasgow?

The Scottish Refugee Council Information Pack is the indispensable practical guide for anyone working with (or planning for) asylum seekers or refugees in Scotland. It gives fully up-to-date and comprehensive information about asylum seekers and refugees and the Immigration and Asylum Act 1999. Easy to use and clearly indexed, it has been specifically produced for the Scottish context.

£35 per copy for voluntary organisations (£50 for statutory organisations) plus £3.50 p&p.

Contact: Scottish Refugee Council

Tel. 0131 225 9994

or <http://www.scottishrefugeecouncil.org.uk/publications/infopack.html>

'Keep the Clause' Campaign fuels homophobic attacks

Homophobia has a long and disgraceful history, but it has been a long time since we have seen or felt the ramifications of a public hate campaign the likes of Brian Souter's.

Through my work at WISE Women, raising awareness of personal safety, violence against women and discrimination with women in local communities, I have seen the way that public and political campaigns can influence the discussions and attitudes that people have. Campaigns like Zero Tolerance for example can have a positive effect – giving women permission to talk openly about their fears and experiences of abuse, thus allowing them to get support and encouragement from others and ease their isolation. However not all campaigns have the same positive outcomes.

Lesbians I know and work with talk about being harassed verbally, physically and sexually. Examples are, being spat at, being grabbed between the legs, being punched in the face for hugging your lover in your own back garden, being reported to Social Work as an unfit mother, being put out the house by your parents. All of these incidents were accompanied by the usual name-calling and several were backed up by quotes from the very visible posters throughout the "friendly" City of Glasgow.

These incidents are not new, nevertheless this type of bigotry has been given a renewed lease of life by Mr Souter's campaign. The way that the tabloids and members of the public embraced this license to discriminate has been shameful, frightening and incredibly dangerous for Lesbians & Gay Men

Glasgow citizens are now very familiar with the statement "Zero Tolerance of Violence Against Women". Car stickers, postcards, posters and leaflets are all over the City which is wonderful. However, we haven't seen the same exposure of

GCC's Lesbian & Gay Posters which are to the point and powerful. Most people don't even know they exist.

If Glasgow is to promote an Anti Discriminatory stance then a very public response is needed to a very public hate campaign. It can't be left to the people who are at the receiving end of that hate. Discrimination is everyone's responsibility. In addition awareness raising, education & support will take us closer to undoing some of the damage done and make Glasgow a bit safer for everyone.

Frances Monaghan

"We eventually moved house because of harrassment by the neighbours' kids and their friends. We stuck it for six months ... the stress gave me a stomach ulcer"

(from Stonewall's survey 'Queerbashing')

Frances Monaghan works for WISE Women : Working to Improve Safety and Self-Esteem and represents this organisation at the Glasgow Women's Voluntary Sector Network.
Contact: WISE Women, 120 Sydney Street, Glasgow G31 1JF. Tel. 0141 550 7557
Textphone 0141 550 7558

Community languages and issues of translation

When planning this first issue of the Bulletin the Editorial Board discussed a number of different options, problems and solutions regarding translating the Bulletin into other community languages. The issue central to these discussions has concerned the 'usefulness' of translating such a publication.

The Bulletin is aimed primarily at sharing information between the Forums, and between the Forums and the Council, and since each of these use English as their working language it was felt that only producing the Bulletin in English could be justifiable. However, concerns were also raised that by not translating every issue the Bulletin would be excluding potential readers in the wider Glasgow community.

For this first issue we have decided to make copies of the Bulletin available in some community languages by request – in Urdu, Punjabi, Chinese and Arabic and have included translated information to this effect on the back page of the Bulletin. In addition we have had the

strapline of the Bulletin itself translated - in order to bring the Bulletin to the attention of speakers of these community languages.

We would like to hear your views and experiences of translating materials

For example:

- Do you translate all the information that you produce about your organisation, group or project, and if not, what informs your decisions on which materials you do translate?
- Do you publish material that uses both English and another community language in the same publication?
- Do you always provide printed translations or have you experimented with tape versions?
- In what circumstances has providing translating materials been most useful to you and in what circumstances has it been of limited or no use?

Please send your views, experiences, solutions, concerns, suggestions to Equality Bulletin, c/o GCVS, 11 Queens Crescent, Glasgow G4 9AS email equality.bulletin@gcvs.org.uk

Disability Network News

Continued from page 2

under the banner of Glasgow Organisation Of disabled people have rights and entitlements to equality and inclusion and are attempting to build a representative and supportive network of disabled people in Glasgow. Funding permitting, our aims include supporting individuals and groups of disabled people in Glasgow. This will be in the form of information, advice and training. We intend to develop an inclusive network of disabled people, including those from minority ethnic groups, gay and lesbian disabled people, older and younger disabled people and women. We aim to act as a strong, influential local and national voice of disabled people and

take forward disability rights issues raised by our member groups. We are committed to working in partnership with other organisations to achieve equal and active citizenship of disabled people in Glasgow.

We are currently using "start-up" money from Glasgow City Council and are in the process of identifying and applying for further funding to allow us to take forward the agenda of disabled people in Glasgow. Our AGM was held in June and will have considered the adoption of a Constitution, new name and strategy for moving forward.

If you are interested in finding out more please contact Glasgow Organisation of Disabled People on 0141 550 4455

Glasgow's Equality Forums

Glasgow Black Voluntary Sector Network
Glasgow Women's Voluntary Sector Network
 Contact: Networks Officer at Glasgow Council
 for the Voluntary Sector 0141 332 2444
information@gcvs.org.uk

Glasgow Organisation of Disabled People
 Contact: Tressa Burke at the Centre for
 Independent Living 0141 550 4455
tressa_new.uk@excite.co.uk

West of Scotland Lesbian and Gay Forum
 Contact: Patrick Harvie at Phace West 0141
 332 3838
patsh@phacwest.org

Equality Bulletin Editorial Sub-Committee:

One representative each from:

Glasgow Black Voluntary Sector Network
Glasgow Organisation of Disabled People
Glasgow Women's Voluntary Sector Network
West of Scotland Lesbian and Gay Forum
Glasgow City Council

Plus: *Glasgow Council for the Voluntary Sector*
Networks Officer and the *Communications and*
Resource Worker: Equality Bulletin

Submission Details:

The aim of this Bulletin is to raise awareness of Equality issues in Glasgow. There will be four issues each year, three of which will focus on information-sharing between Glasgow's Equality Forums and Glasgow City Council, while the fourth will aim to highlight Equality issues more broadly throughout Glasgow.

Each Equality Forum will be responsible for agreeing its own input to the Bulletin. If you are interested in writing an article or having a particular issue covered in the Bulletin please take your suggestions along to your own Forum meeting for their agreement. If you have any comments or ideas, or additional items, reports, news etc. that you feel the Bulletin should be publicising please contact us at the address below.

The Equality Bulletin can be provided in large print, braille, on tape, on computer disc and in Urdu, Punjabi, Chinese and Arabic. Please contact us at the address below for copies.

دی اکوالٹی بلیٹن اردو زبان میں دستیاب ہو سکتا ہے۔ اس کی کاپیاں حاصل کرنے کے لئے برائے مہربانی ہم سے ذیلی پتہ پر رابطہ کریں۔

The Equality Bulletin 備有中文版，請用以下地址聯絡我們索取。
 ਈਕੁਅਲਿਟੀ ਬੁਲਿਟਿਨ ਪੰਜਾਬੀ ਵਿਚ ਵੀ ਉਪਲਬਧ ਹੋ ਸਕਦਾ ਹੈ। ਕਾਪੀਆਂ ਪ੍ਰਾਪਤ ਕਰਨ ਲਈ ਕਿਰਪਾ
 ਕਰਕੇ ਹੇਠਾਂ ਲਿਖੇ ਪਤੇ ਤੇ ਸੰਪਰਕ ਕਰੋ

جريدة المساواة الدورية متوفرة باللغة العربية
 للحصول على النسخ يرجى الاتصال بنا على
 العنوان الموجود في الاسفل .

Equality Bulletin, c/o GCVS, 11 Queens Crescent, Glasgow G4 9AS
 Tel. 0141 332 2444 or email equality.bulletin@gcvs.org.uk

The views expressed in this publication are not necessarily those of Glasgow City Council's Equality Network Forum.

The Equality Bulletin: funded by Glasgow City Council Equality Network Forum and printed by the Printing Works