

bemis update

NOVEMBER 06 ISSUE

PROMOTING DIVERSITY
AND EQUALITY IN
SCOTLAND

PUBLIC APPOINTMENTS IN SCOTLAND: BACKGROUND

It is acknowledged that relatively few people from minority ethnic backgrounds apply to serve on public bodies. By way of example, during the period from 1 June 2005 – 31 May 2006, only 2 (1.2%) of the 172 regulated new appointments and reappointments made were from people from a minority ethnic background. At 30 September 2006, only 22 (2.9%) of all the 746 appointees that sit on the boards of regulated NDPBs in Scotland were from minority ethnic backgrounds.

The Scottish Executive has made a commitment to encouraging a diverse range of people to apply to serve on the boards of NDPBs in Scotland and thereby help attract appointees with a broad range of backgrounds and relevant experiences. The boards of public bodies make decisions that affect all our lives and those decisions will be enhanced if made by individuals drawn from a wide cross-section of Scottish society.

Appointments to all major bodies answerable to the Scottish Parliament is overseen by an independent Commissioner for Public Appointments in Scotland, Karen Carlton, and independent scrutiny is a mandatory element of every appointment competition. No appointment may be made to a public body regulated by the Office of the Commissioner for Public in Scotland (OCPAS) unless an OCPAS Assessor has been involved in the process to ensure (and validate) that the process fully complies with the Commissioner's Code of Practice for Ministerial Appointments to Public Bodies in Scotland.

The principle of selection on merit, following an open competition with other applicants, remains the fundamental and overriding principle in all public appointment procedures. Selection on merit must be rigorously applied and understood to mean at all times the appointment of the best person for the post as measured against the criteria contained in the role and person specifications agreed by Scottish Ministers at the planning stage of the appointment round.

Personal information about individual applicants (including their name, gender, ethnicity, etc) is not disclosed at initial sift and short listing stages to ensure that only relevant information is taken into consideration in deciding who should be selected for interview. All applicants must complete and submit the relevant application form for the post describing how their skills and knowledge meet the criteria set out in the person specification. CV's are not accepted as a substitute for an application form. This ensures that all applicants are considered on an equitable and comparable basis.

The Executive has taken action itself to better promote public appointments more widely and effectively and to thereby generate more applications from currently under-represented groups. In order to support and enhance such action, the Executive included in the Public

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BEMIS is the only black led national umbrella and intermediary body representing and supporting the development of the black and ethnic minorities voluntary sector across Scotland, and supporting the diverse communities and individuals that this sector represents especially those under-represented and disadvantaged.

BEMIS recognises that we work in a context of inequality. It aims to redress these inequalities by empowering communities. **BEMIS** works towards an inclusive society by establishing structures that recognise and promote diversity and empowers the black and ethnic minorities communities and sector across Scotland.



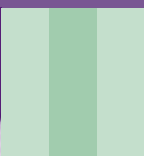
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One Scotland. Many Cultures.



SCOTTISH EXECUTIVE



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Appointments and Public Bodies etc. (Scotland) Act 2003 a provision that requires the Commissioner for Public Appointments in Scotland to prepare an equality strategy for public appointments. In preparing the strategy OCPAS must consult the Parliament and Scottish Ministers. The Commissioner has decided that the equality strategy will be based on the results of a three-part research exercise carried out on her behalf by the research consultants Performance Through Inclusion. Part One of the research will identify enabling or encouraging factors, any inadvertent bias or discrimination and the perception of applicants and participants in the current process. Parts Two and Three will identify the reasons why applicants who express an interest choose not to apply and what discourages those people who do not even express an interest, i.e. what barriers or perceived barriers exist for the respectively. Consultation on Part One of the strategy is planned between the end of October and December 2006. The Commissioner currently aims to publish the strategy by the summer of next year (though the statutory requirements as to consultation and next

year's Scottish General Election may adversely affect this target).

However, in any consideration of diversity-related issues, it should be borne in mind that the principle of selection on merit remains the fundamental and overriding principle in all regulated public appointment procedures and, as a matter of best practice, should also be aimed for in all other types of appointment. In terms of current anti-discrimination legislation, it should also be borne in mind that it is only possible to consider balancing boards in relation to the required mix of skills and knowledge. It is not permissible to take direct action (i.e. positive discrimination) to balance boards in relation to age, gender, ethnicity, sexual orientation, or any other related consideration.

The Executive aims to continue to promote public appointments to a wider audience through:

- Collaboration with the Commissioner for Public Appointments in Scotland on the development of the new equality strategy for public appointments in Scotland.

- Raising awareness of specific vacancies to a wider variety of interest groups (as well as advertising in the press).
- The Parliamentary notification system for public appointments (which includes notifying relevant interests of vacancies).
- Action with other interested parties to secure a better understanding of diversity-related issues and how to address them.
- The Public Appointments Register of Interest which advises interested individuals of all appointment vacancies.
- Speaking engagements targeted at under-represented groups.
- Provision of comprehensive information on vacancies, public appointments and public bodies on the Executive's Public Bodies website.
- Provision of diversity awareness training/seminars for officials.
- Provision of internal guidance to sponsor teams across the Executive on the public appointments process and related action to review and improve that process.

**THE SCOTTISH EXECUTIVE
PUBLIC APPOINTMENTS TEAM
OCTOBER 2006**

BlueRom® Consulting Limited

THE INFORMATION TECHNOLOGY COMPANY

BlueRom Consulting Limited provides IT Consultancy, Project Management, IT Support, Hardware & Software, Web Design, Infrastructure Design and Implementation, and soon to come are our special BlueRom Cerebrum e-Learning courses. BlueRom Consulting Limited is committed to providing our clients with a one-stop shop - we'll do all the chasing for you. Let us be your IT Department.

What makes us unique?

Our main uniqueness is in our flexibility. We play the game, you set the rules. If you need a job done during the day, evening or weekend, consider it done. Our charges are based on the job itself and not on man hours spent (excluding support contracts) — rates are flexible dependent on our potential/existing clients' circumstances.

We will work with 3rd party IT contractors

or vendors on your behalf, and take responsibility for others with your approval.

Our staff are dedicated to providing you with a reliable service with that extra personal touch - you won't be getting in touch with another IT company, you'll be getting in touch with your own IT department.

Who are we?

BlueRom Consulting Limited was formed by IT professionals who noticed a gap in the market and a frustration that was felt from clients. Clients would want jobs done during evening and weekends, which would be regarded as overtime - and this is what we wanted to and have avoided. Same rate no matter what the time. All our IT Professionals are certified engineers and are proficient in their roles, so you can be assured that every task will be carried out to the highest quality.

We have strategic alliances with many of the best vendors and resellers in the UK;

all benefits we get, we pass onto our clients.

In essence, we **SUPPLY, IMPLEMENT & REGULATE** - the whole package supplied at one pit stop.

Bemis Promotion

As part of our commitment and work with BEMIS we are offering a free assessment and competitive prices to all companies that contact us. We can be contacted: by phone, **01415488268** or via email: **bemispromo@bluerom.com** – please quote reference **BEMPRO1/NL**.

For more information about BlueRom Consulting Limited, please feel free to browse our web site at www.bluerom.com.

All participants in the free assessment program will be entered into a prize draw to win an HP iPAQ with accessories.

Closing date for this draw will be 31st December 2006; the winner will be announced on **1st January 2007**, and their details will be posted on our web site.

Empowering & Capacity Building through Access to information & engagement:

MINORITY ETHNIC MATTERS OVERVIEW: (MEMO AND MEMO+): Concept and Rational:

The 57th issue of MEMO, a partnership initiative between the Scottish Council of Jewish Communities and BEMIS was published on 30th Oct 06.

MEMO, provides a weekly e-mail bulletin containing an overview of information of interest to minority ethnic communities in Scotland, including parliamentary activity at Holyrood and Westminster, new publications, consultations, forthcoming conferences and news reports, enabling a wide range of groups and individuals to identify and access issues of interest to them. It has received extremely positive feedback, and has become an extremely popular resource both for ethnic minority organisations and others.

Public policy and legislation often impacts differently on the various minority communities from how it does on other communities, so it is important that this different perspective is reflected in the consultation process. However; consultation analyses frequently highlight the fact that very few responses are received from minority ethnic and minority faith communities. There is a significant danger that this can result in the alienation

of members of minority communities from a democratic political process in which they do not see themselves as included.

One method of meeting this need that has been proposed is that a body that is representative of the diverse ethnic minorities in Scotland should be tasked with producing a response to consultations on behalf of the ethnic minority community as a whole. However, although BEMIS is an umbrella organisation which would be well placed to undertake this role, we do not believe that this is the appropriate way forward, for two principal reasons: **(1)** any single response would inevitably obscure the diversity of the ethnic minority communities, and therefore of their responses to any particular proposal; and **(2)** any organisation undertaking this role would inevitably become a gatekeeper rather than a facilitator for the individual communities.

We strongly believe that the best way to address the democratic deficit is to empower the individual minority communities themselves to engage directly with the democratic political

process. We recognise that most of these communities are organised in small local voluntary groups, and so they need significant assistance to do so, but what they do not require is to be spoken for by an intermediary.

To help meet this need, it is therefore the partnership with the Scottish Council of Jewish communities has been expanded to develop a new dimension for MEMO with a supplementary series of 'MEMO+' which will be issued every 2-3 weeks. (As all issues of MEMO+ will be produced in response to current issues it is not possible to predict an exact timescale but it is anticipated that 20-25 will be issued each year.)

Each issue of MEMO+ will highlight key issues so as to make often lengthy and complex documents accessible to a wider public. It is not intended that MEMO+ will offer draft standard responses for minority communities simply to top, tail, and submit. Rather it will identify issues and pose simple questions, thus enabling a greater number of organisations and individuals to respond to consultations, submit petitions to the Scottish Parliament, and otherwise engage in the political process as it affects them.

It is proposed that there will be four distinct series of MEMO+, which will be briefing papers on:

- 1) Current consultations of relevance to minority ethnic communities in Scotland.
- 2) New Scottish Executive and UK Government policies of relevance to minority ethnic communities in Scotland.
- 3) Background papers such as on Parliamentary procedure at Holyrood and Westminster.
- 4) Key issues and bodies eg. the Scottish Parliamentary elections in May 2007; the CEHR; the Scottish Commissioner for Human Rights.

LISTENING TO THE VOICE

Minister for Communities MSP
Mr Malcolm Chisholm Meeting
Grassroot Communities:

As part of the Scottish Executive commitment to the Race Equality agenda in Scotland and engagement with grass root communities, the Minister of Communities MSP Mr Malcolm Chisholm will be conducting, in partnership with the Black and Ethnic Minorities Infrastructure in Scotland (BEMIS), a series of consultations with Ethnic Minority Communities across Scotland. The aim is to consult directly with the local community groups and projects, ensuring their voices are heard, addressing issues of concern and needs.

Consultation events have been arranged in the following areas:

Area	Date	Time
Glasgow	2nd October 06	1.30-3.30 pm
Dumfries & Galloway	6th November	2-4 pm
Fife	15th January 07	1-3 pm
Dundee	5th February 07	1.30-3.30 pm

The events will be carried out in partnership with local projects, however, IF YOU ARE INTERESTED TO ATTEND ANY OF THESE EVENTS PLEASE CONTACT BEMIS: adnan.miyasar@bemis.org.uk. (0141 548 80 47) for more details.

European Year of Equal Opportunities for All 2007 What Role for the UK Voluntary Sector?

Introduction

On 17 May 2006 the European Parliament and the Council designated 2007 to be the European Year of Equal Opportunities for All.

The European Year of Equal Opportunities for All takes on the mantle of earlier initiatives such as the 2003 European Year of People with Disabilities, and marks the tenth anniversary of the 1997 European Year against Racism. It is a response by the European Commission to the call for enhanced public awareness initiatives that arose from its consultation on the Green Paper on equality and non-discrimination in an enlarged EU, and acknowledges that EU anti-discrimination legislation is not yet sufficiently known, understood and applied.

Why a European Year of Equal Opportunities for All?

Legislation alone is not enough to tackle the deep-rooted and multifaceted patterns of inequality which many people face today. A proactive strategy is required, one that is as sophisticated as the problems faced, and which sets out to change public attitudes by promoting tolerance and diversity, while increasing people's awareness of their rights and stimulating

debates to focus on the principal barriers to a more inclusive and just society.

The special designation of Year 2007 is part of the overall Framework Strategy on Non-Discrimination and Equal Opportunities for All, which outlines the core activities planned by the Commission. In addition, the momentum created by Year 2007 should feed smoothly into the new European Year of Intercultural Dialogue proposed by the Commission for 2008.

What is the Year about?

Activities during 2007 will seek to raise awareness of the EU's existing – and substantial – equality and anti-discrimination legislation on the grounds of racial or ethnic origin, religion or belief, disability, age, sexual orientation and gender, as well as stimulating debate and exchanges of good practice.

Four core objectives have been set for the Year:

Rights – to raise awareness of the right to equality and non-discrimination, and the problem of multiple discrimination. The European Year aims to make groups that are at risk of discrimination more aware of their rights and of existing European legislation in the field of anti-discrimination.

Representation – to stimulate a debate on ways to increase the participation of under-represented groups in society, in particular groups that are victims of discrimination, and to encourage a better balance between men and women in the process of that participation. The European Year will encourage discussion and reflection on the need to promote greater participation in society, and spirited action designed to combat discrimination.

Recognition – to celebrate and accommodate diversity and equality. The European Year will highlight the positive contribution that people, irrespective of their sex, racial and ethnic origin, religion or belief, disability, age or sexual orientation, can make to society as a whole, in particular by accentuating the benefits of diversity.

Respect – to promote a more cohesive society. The European Year will raise awareness of the importance of eliminating stereotypes, prejudice and violence, promoting good relations between all in society, in particular among young people, and promoting and disseminating the values that underlie the fight against discrimination.



SOCIAL JUSTICE AND TACKLING DISCRIMINATION IN A CHANGING WORLD SHORT COURSE FOR ETHNIC MINORITIES YOUTH

Rationale

These Courses will be delivered by BEMIS in partnership with Strathclyde University and local projects in the area of Dundee, Fife, Glasgow and Dumfries and Galloway

This course provides a wide ranging introduction to the concepts and principles involved in social justice and tackling discrimination. In particular it addresses the way in which attempts are being made to apply them in the private, public and voluntary sectors. It is specifically designed for course members 16-25 approximately.

The course will address the wide range of factors that determine and describe the opportunities, life chances and safety of different groups and their members. Challenging all forms of discrimination has become a central policy issue in the Scottish Parliament and its Executive and increasingly features in the development of new legislation.

There is considerable local, national and international evidence to demonstrate the existence of broad patterns of discrimination, oppression and exclusion for particular groups and their members.

These patterns will be identified at the structural, cultural, institutional and personal levels within discrete areas. Issues of class and poverty, race, sex, disability, homophobia, anti-semitism and age will also be considered. These areas will be drawn together in order that course members will be able to contemplate a broader theory of social justice and relate this to their own interests needs and concerns. Particular attention will be paid to the interests and concerns of young people.

Undertaking this course will introduce

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members to the academic disciplines that contribute to the field of discrimination, inequality and social justice. This will allow them to develop an understanding of oppression and discrimination at theoretical, conceptual and practical levels and consider the ways in which these may be challenged and resisted

The course will be of particular interest to those who wish to start from first principles and apply them practically in community settings, their workplace or everyday lives. It is directly related to available courses on Institutional Discrimination and Resistance/Campaigns for Change: An Investigative Report.

Learning Outcomes

On completion of the course members will be able to:

- demonstrate a basic knowledge of the concepts and theories of equality, inequality, oppression, discrimination and social justice;
- briefly describe these concepts using examples drawn from contemporary society
- show a basic awareness of some of the explanations that have been offered theoretically, politically, ideologically and through research for the ways in which inequality, discrimination and social exclusion are maintained;
- discuss some of the inter-relationships and differences between various forms of discrimination;
- describe simply and illustrate how the principles and concepts of the module can be applied to institutional and community settings;

If you would like to attend these courses please contact: Adnan M Miyasar:

Tel: 0141 548 8047



Planning Aid for Scotland

Why involve both Gypsy/Travellers and Ethnic Minorities in the Scottish Planning System? Greater emphasis on public participation is one of the key objectives in the proposed new Planning etc. (Scotland) Bill. New procedures will be introduced to ensure wider and more inclusive public participation and to establish new measures to test how local people have been consulted. The move is away from a system that is re-active, which means for many that engaging in planning is a negative experience. At Planning Aid for Scotland we are positive about community engagement - at the earliest opportunity. We want to convey to people the importance that planning has in shaping immediate environments as well as engaging people with the longer term issues. At present there is a huge under-representation of Ethnic Minorities and Gypsy/Travellers engaged in the planning process. The Scottish Executive 'One Nation - Many Cultures' however, is seeking to foster better integration and promote respect, dialogue and understanding between communities. There are still many barriers to effective participation in planning, including people having to learn about a highly complex system, not understanding the technical language, and a lack of awareness of the opportunities which exists for involvement. To help achieve this Planning Aid for Scotland needs to raise awareness of the planning system especially to those currently under-represented or not at all involved, such as Ethnic Minorities and Gypsy/Travellers.

Who and What is Planning Aid for Scotland?

Planning Aid for Scotland is an independent charity, established in 1993 to provide communities and individuals with independent advice, information, training and support on planning matters. We work in a participatory way by facilitating and empowering others. We

have a team of qualified planning volunteers who provide impartial and free advice to enable beneficiaries to become more effective in dealing with the planning system. We also provide training and awareness raising to help people and community groups to learn and become more positively engaged in the planning system.

Our Partners

Reach Out project will focus on collaborative working between Black and Ethnic Minorities Infrastructure Scotland and Gypsy/Traveller Education Information Project, and our planning volunteers who are members of the Royal Town Planning Institution.



'Reach Out' Project

We are embarking on a 2 year research work called 'Reach Out' to enable Gypsy/Travellers and yourselves to have improved access to the planning system. It will also provide our planning volunteers with the experience to develop models of good practice, by providing the opportunity to engage with you, building capacity and gaining expertise in dealing with minority groups. The project will begin by mapping the extent of your involvement in the current planning system and then identify barriers to your participation and then ascertain opportunities to increase your engagement. Once this has been uncovered we hope to be in a position to design tools for involving yourselves in the new planning system.

Do you wish to become involved or learn more about it...?

Please contact: Kerstin Deuling, Planning Liaison Officer,

Tel: 0131 220 9730 Fax: 0131 220 9735

Email: kerstin@planningaidscotland.org.uk

Address: Planning Aid for Scotland, 11a South Charlotte Street, Edinburgh, EH2 4AS.



CAPACITY BUILDING PARTNERSHIP

As part of BEMIS's strategy on capacity building for the Ethnic Minorities Voluntary Sector, the following training programmes are designed to fill a gap that has hindered the development of this sector and the diverse communities it represents. Following a consultation that BEMIS conducted sometime ago, it became clear that there is a need for training for the diverse EM community groups in Working with Communities and Equality & Discrimination:

1. HNC IN WORKING WITH COMMUNITIES

This programme is supported by various partners (such as Learning Connections Communities Scotland, The Scottish Community L & Development Work Based Training Consortium, The Taleem Trust and The Gorbals Initiative), and an accredited HNC training program in CLD has been developed and will be delivered in partnership with various colleges.

This is a national programme designed to provide Training to:

- A) Twenty Activists (20) in the central belt
- B) Ten Activists (10) in the Highlands and Islands

WORKING WITH COMMUNITIES MODULES

- I. Principles And Practice
- II. Social Science Approaches
- III. Workplace Practice
- IV. Accountability For And Management Of Resources
- V. Learning Approaches
- VI. Preparing To Work With Community Groups

OPTIONAL UNIT

- I. Adult Learning
- II. Working With Young People
- III. Capacity Building
- IV. Promoting Health In The Community

2. Post Graduate Diploma in Equality and Discrimination

The University of Strathclyde Equality and Discrimination Centre, Faculty of Education have formed a "positive action" partnership with the (BEMIS) Black and Ethnic Minority Infrastructure in Scotland in which Ethnic Minorities applicants will be supported and funded by BEMIS for the PG Diploma in Equality And Discrimination.

This is a national rolling programme designed to provide Training to:

- A) Fifteen Activists in 2006 AND
- B) Fifteen Activists in 2007

The programme forms a part of the Faculty Modular Master's Scheme (MMS) and comprises 12 Modules. Each module has 15 credit points.

The 12 Modules are; (Details at the end)

- 1/2 Ideology, Exploitation, Inequality and Change (double module)
- 3. Introduction to Research on Inequality and Discrimination
- 4. Institutional Discrimination and Policy development
- 5. Patterns of Resistance to Oppression
- 6. Legal Intervention
- 7/8. Independent Study/Practical Project (double module)
- 9/12. Master's Degree thesis (15,000 words - four module equivalent)

A) The Post Graduate Certificate Equality and Discrimination (4 Modules)

Students will be required to complete;

Module 1/2: Ideology, Inequality, Exploitation and Change which is a required module for the Certificate.

Students may then elect any two module from modules 3 - 6 of this programme OR one of these and one from the Faculty overall Modular Master's Scheme (available on request).

B) The Post Graduate Diploma (8 Modules), Equality and Discrimination (BEMIS TRAINING OPTION).

Module 1/2: Ideology, Inequality, Exploitation and Change is a core and required module for the Certificate.

Module 7/8 Independent Study Module: A Practical Project is a core and required module for the Diploma.

Students may elect Modules 3 - 6 of this programme OR any two of Modules 3 - 6 and one other of the student's choice from the Faculty overall Modular Master's Scheme (available on request).

C) Professional Enquiry and Development (PED): the Master's Degree in Equality and Discrimination

Core access requirements are;

Normally Completion of the Post Graduate Diploma in equality and Discrimination.

Completion of Module 7/8 Independent Study Module: A Developmental Exercise is a core and required module.

Thereafter a 15,000 words dissertation is required, for which there will be individual supervision.

WHO ARE THE CANDIDATES

Applicants include the following:

- a) Ethnic minority voluntary sector organisations that would like to nominate a member of their staff or management committee or volunteers.
- b) Other groups working with/in support of EM communities.
- c) Community groups or grassroots organisations, especially from communities that have been excluded or under-represented, that would like to nominate a member of their staff, network or management committee.
- d) Individuals, from the ethnic minority communities, who have been and still are involved with EM groups as volunteers and would like to extend and accredit the skills and knowledge they have.

Big Lottery Fund - Scotland Investing In Communities

The Big Lottery Fund in Scotland has £257 million to spend between 2006 and 2009. We want to invest this money to bring real improvements to communities and to the lives of people most in need. We will make our investment in social change in Scotland in four different ways. We will invest in:

Growing Community Assets through which we will help communities become stronger by acquiring or developing assets for their own use.

Dynamic Inclusive Communities through which we will help build stronger more vibrant communities.

Life Transitions through which we will support projects that help people deal with change in their lives and encourage them to move on.

Supporting 21st Century Life through which we will invest in projects that enable people to cope with new patterns of life and the pace of change communities are experiencing.

A wide range of groups can apply including charities, voluntary and community groups, local authorities, social enterprises or health boards. We expect most of the grants we make to be between £10,000 and £1 million. If you think your project needs more, contact us to discuss your idea.

We can also help you develop or test your idea through our **Investing in Ideas** scheme.

If you are interested in applying complete the simple outline proposal form telling us about your idea and your group. If we think you should apply we will provide you with feedback, application materials and advise which area of investment your project best fits. You can call **0845 606 1199** for a hard copy.

At anytime during the process you can contact our funding advisors on **0870 240 2391** to discuss your idea or any queries you may have.

YOUNG PEOPLES FUND

'The Young Peoples Fund' is a £20million grant programme available to help young people aged 11-25 learn new things and take part in healthy and positive activities that make them feel good about themselves. The programme is for young people by young people: we want to fund projects that young people have been involved in developing, and will be involved in running. Young people also make the decisions on what gets funded. The Young Peoples Fund can provide up to 4 years funding for projects, and can cover capital and revenue costs. The programme is for all young people in Scotland aged 11-25. However, we are particularly keen to receive applications for projects aimed at young people from Black and Minority Ethnic communities. For further information or to discuss any ideas, please call **0870 240 2391**.



Election reform society working with Bemis

The Electoral Reform Society has opened its first office in Scotland and embarked on an ambitious programme of activities leading up to next May's Local Government elections.

The new Electoral Reform Society Scotland Office

The Local Government Elections is on **3rd May 2007** will be the first to be held under the new voting system, the Single Transferable Vote, known as STV. This change was long fought for by the Electoral Reform Society (ERS) and by community and political activists across Scotland. The change to the voting system presents us all with great new opportunities. The new ERS Scotland office is aiming to ensure that all of Scotland makes the most of those opportunities presented by the change to STV.

So far, two staff are on board in Edinburgh:

Amy Rodger: Amy is the Scotland Coordinator for all of ERS's Scotland activity. Email: amy@reform.demon.co.uk

David Orr: David's focus is on youth and campaigning organisations.

Email: davidorr@reform.demon.co.uk

Amy and David are backed up by the expertise of the full ERS staff in the ERS headquarters in London, plus the continued valuable input of consultant Willie Sullivan.

1,2,3,4 and so on...

The most obvious change which we all, voters and campaigners, need to get our heads around, is the change in the way we cast our vote. Instead of voting with an 'X', we rank the candidates using numbers: '1' for our favourite, '2' for the one we like second best, and so on for as many of the candidates as we like.

Ranking candidates like this means that if our first choice candidate isn't going to need it, our vote can be transferred down our choices until it is used to elect someone. So it means our vote counts the same as everyone else's, even if our first choice has more votes than they need, or stands no chance of getting in.

It makes sense to rank as many candidates as possible, because then we have more chance of our vote being transferred to someone who needs it to get elected – meaning that our vote will count. It only get transferred if it needs to be, though, so our favourite candidate is just as likely to get in if we rank the other candidates as well.

ERS Scotland will be working through existing organisations and other networks to get this message out to as many voters as possible: that voting has changed, and now we will use numbers, not an 'X', to show who our choices are to be our local councillors.

Work with BEMIS

ERS will be working with BEMIS to promote particularly the opportunities that the change in system offers to Scotland's black and ethnic minority communities. The new system gives all voters more say about who their councillors are, as well as providing a unique chance to broaden the diversity of representation in Scotland's Councils.

MEMBERSHIP FORM 2006 - 2007

Organisational Membership Fees with Full/Associate/Corporate			Individual Membership Fees	
ANNUAL GROSS INCOME FOR ORGANISATION FEE	Full membership (voting)	Supporting (Non Voting) Additional Workers	Individual Associate or Individual Supporting	
Above £100,000	£50	£15	Waged individual	£10
£25,000 - £100,000	£25	£13	Unwaged / student / retired etc	£5
£10,000 - £24,999	£15	£8		
Under £10,000	£10	£3		
CORPORATE MEMBERSHIP	£150	As above		

Full Associate (Organisational) Corporate

PERSON SELECTED TO BE MEMBER: _____

ORGANISATION / GROUP YOU REPRESENT: _____

ADDRESS: _____

(t) / (f) : _____ e-mail : _____

Authorised by organisation Position: _____

Name & Signature: _____

(please provide organisation stamp or letterhead with application)

Individual Associate Individual Supporting

Your Name: _____

Home address : _____

(t) / (f) : _____ Mobile: _____

e-mail : _____

Fee Payable (Please tick fee due)

Full / Associated Organisational

Income Above £100K £50

£25K £100k £25

£10k £24K £15

Under £10K £10

Corporate membership £150

Supporting (additional)

Per worker £15 No. _____

Per worker £13 No. _____

Per worker £8 No. _____

Per worker £5 No. _____

As above for additional supporting

Individual Associate or Supporting Membership

Waged £10

Unwaged £5

Date of Application: _____

Please sign the statement below and complete the form on the next page and return to BEMIS with the appropriate fee to: BEMIS, The Centrum Building, 3rd Floor, 38 Queen Street, Glasgow, G1 3DX. TEL: 0141 548 8047.

I..... sign here
(representative or individual)

am in agreement with the stated aims, objectives and mission statement of BEMIS. I wish to apply for a one year membership as an individual member or as a representative of an organisation or group.

DATA PROTECTION - BEMIS is developing a national database with regard to the black and ethnic minority voluntary sector. From time to time BEMIS will be asked to provide contact details and general information on organisation/groups or individuals working in the black and ethnic minority communities for research or consultation purposes.
If you **do not wish** your contact details to be made available to interested parties please tick here.

