

The Equality and Discrimination Centre, University of Strathclyde

Black and Ethnic Minority Women in the Labour Market after Further or Higher Education

Symposium

Friday 2nd March 9.00am - 3.30pm

**The Court Senate Lecture Theatre,
John Anderson Campus, University of Strathclyde**

Cost: FREE

Racist and sexist discrimination in various forms in the workplace are increasingly documented and commented upon separately but rarely is the impact of their interaction brought together for specific debate with a view to promoting precise action. This is the fundamental goal of the Symposium which also has the specific purpose of forming a Scottish Women's Graduate Network to challenge discrimination in these areas.

The Symposium is born out of, will report on and discuss research studies commissioned by the Equal Opportunities Commission in the UK. This includes the study 'Moving on Up?' a statutory investigation under the Sex Discrimination Act 1975 that examines the deep-seated issues of gender inequality and discrimination affecting Black and Minority Ethnic women in the UK who wish to work outside the home.

Some 200 Black and Ethnic Minority women have taken part in the Scottish study and are invited to the Symposium. This unique day will be of interest, value and importance to all employers and employees, including college and University staff and students who are determined to challenge racist and sexist discrimination against women.

Please complete an application form and return to:

**Deborah MacDonald
Professional Development Unit
University of Strathclyde
76 Southbrae Drive
Jordanhill
Glasgow G13 1PP**

Tel: 0141 950 3211

Fax: 0141 950 3210

E-mail: deborah.macdonald@strath.ac.uk

Black and Minority Ethnic women are particularly encouraged to attend and some travel expense funding can be made available on application for members of this group.*

**For those travelling from outwith Glasgow.*

Programme

0900	Registration and Refreshments
0930	Welcome and Introduction <i>Professor Kay Hampton, Chair of the Commission for Racial Equality</i>
0940	Moving on Up? Report on UK Research <i>Philippa Bonella, Policy Director, EOC Scotland</i>
1000	Moving on Up in Scotland? BME Women after Further or Higher Education Research - Key Findings <i>Equality and Discrimination Centre Research Team; Rani Dhanda, Andrew Johnson, Fatima Uygun</i>
1020	<i>BME Women and the Labour Market</i> Professor Mary Davis, Metropolitan University, London
1040	Break
1100	Women; Sexism and Racism in the Workplace <i>Karen Chouhan, Chief Executive 1990 Trust</i>
1120	Scottish BME Women's Experiences and Personal Accounts <i>Research Participants</i>
1140	Workshop 1 - Topics (a) Reactions to and reflections on English Research, (b) Messages from the keynote speakers, (c) significance of (a) and (b) for further work and development
1250	Lunch
1330	Workshop 1 - Report back and plenary
1345	Capacity Building and BME: Women in the Labour Market <i>Rami Ousta, Chief Executive, Black and Ethnic Minority Infrastructure Scotland (BEMIS)</i>
1400	National Network for BME Women Graduates <i>Equality and Discrimination Centre Research Team: Emancipatory Research</i>
1420	Workshop 2 - A National Graduate Network for BME Women: barriers, possibilities, strategies and organisation
1505	Workshop 2 - Plenary session – emerging themes and necessary action
1520	Closing Remarks Chair

For information about the research contact the Equality and Discrimination Centre www.strath.ac.uk/edc or the Equal Opportunities Commission (Scotland) www.eoc.org.uk

The Symposium is presented as a collaborative partnership between the Equality and Discrimination Centre, the Equal Opportunities Commission (Scotland) and the Black and Ethnic Minority Infrastructure Scotland (BEMIS)



About the Speakers

Professor Kay Hampton, Chair of the Commission for Racial Equality

Professor Kay Hampton became chair of the Commission for Racial Equality on 1 December 2006. She took over from Trevor Phillips, who is now chair of the Commission for Equality and Human Rights (CEHR). Previously, Kay had served the CRE as deputy chair, and its commissioner for Scotland.

Kay is currently a lecturer in criminology at Glasgow Caledonian University. As a former research fellow and director of the Scottish Ethnic Minorities Research Unit between 1995 and 2000, she researched and published widely on racism, ethnicity and discrimination. Kay has also been employed by University of Durban-Westville, South Africa (1978-1989) and Durban City Council, Strategic Planning Department (1990-1993).

Kay was closely associated with the voluntary sector in South Africa. Since her arrival in Scotland in 1994, she has served on several management committees, trusts and boards that work in the field of inequality and disadvantage, including the Community Fund, for whom she was board member and Chair between 1998 and 2003, and the Wellcome Trust Society Awards (2001-2003). She is also Trustee of the Scottish Refugee Council.

Philippa Bonella, Policy Director, Equal Opportunities Commission Scotland

Philippa joined EOC Scotland as Policy Director in summer 2005. She heads up the EOC's Scottish policy team, focussing on promoting gender equality in public service delivery, policy development, employment and education.

Before joining the EOC, Philippa spent ten years in the voluntary sector, working for an international development agency in East Africa and Scotland, for YouthLink Scotland, and most recently as Policy Manager for the Scottish Council for Voluntary Organisations.

Andrew Johnson, Fatima Uygan and Rani Dhanda

Andrew Johnson is Director of the Equality and Discrimination Centre and Course Director of the Modular Master's programme, Equality and Discrimination. Fatima Uygun and Rani Dhanda are teaching and research associates at the Centre.

Professor Mary Davis

Mary Davis is Professor of Labour History at London Metropolitan University where she heads the Centre for Trade Union Studies and is the Deputy Director of the Working Lives Research Institute. She has written, broadcast and lectured widely on women's history, labour history, imperialism and racism.

Her published books include *Comrade or Brother? A History of the British Labour Movement 1789-1951*; *Marxism & Struggle*; *Fashioning a New World: A History of the Woodcraft Folk* and *Sylvia Pankhurst: A Life in Radical Politics*.

She is an elected member of the TUC Women's Committee. She serves on the national executive of UCU (the University & College Union) and chairs its Women's Committee. She is one of the founder members of the Sylvia Pankhurst Memorial Committee.

Karen Chouhan

Lectured for 12 years and was leader for the MA in Community Education at Leicester de Montfort University. Developed partnerships for change between academia and grassroots activism in the UK's Black communities.

Founder member and Chief Executive of the National Black Caucus and the 1990 Trust. The 1990 Trust is particularly concerned with supporting the activity of Black networks which work to ensure the delivery of Race Equality.

Currently developing a **Community Race and Faith Network** with representatives from all major faiths and key anti-racist organisations pledged to work together in 2007 to develop community networks that will influence change.

Chair of Black Londoners Forum, member of the advisory group for The National Association for Voluntary and Community Action (NAVCA) for their work on improving local partnerships, steering group member for Equal Opportunities Commission 'Moving on Up?' research project, BME advisory group member for Disability Rights Commission.

Rami Oustra

Dr Ousta, CEO of the Black & Ethnic Minorities Infrastructure In Scotland, has an excellent experience in research and Race equality work, consultancy, community development, lecturing at various levels, developing and delivering culturally sensitive community policies.

Work experience covers a wide range of roles and activities that include extensive involvement with various ethnic minority groups and voluntary sector in Scotland and overseas. This is paired with comprehensive knowledge and experience of various issues in relation to race equality and social justice agendas in Scotland as well as issues affecting EM communities.

Application Form

The Equality and Discrimination Centre, University of Strathclyde

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after Further or Higher Education**

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Cost: FREE

(BLOCK CAPITALS PLEASE)

I wish to reserve one place at the above event (one form per delegate please):

FIRST NAME: _____ **SURNAME:** _____

JOB TITLE: (if applicable) _____

ORGANISATION: (if applicable) _____

CONTACT ADDRESS: _____

_____ **POST CODE:** _____

CONTACT DETAILS: (telephone, email, fax): _____

Telephone: _____ Fax: _____

Email: _____ (please give your email address if you have one as we use e-mail as our main means of communication)

Specific requirements or adaptations (e.g. wheelchair access)

Special dietary requirements: (e.g. vegetarian, kosher, gluten free) – please specify

Please post or fax the completed application form to:

Deborah MacDonald, Professional Development Unit, University of Strathclyde Faculty of Education,
76 Southbrae Drive, GLASGOW, G13 1PP fax 0141 950 3210 or email deborah.macdonald@strath.ac.uk
Tel: 0141 950 3211

Closing Date: Tuesday 27th February 2007