

Multi-Ethnic Devon – A Rural Handbook

FINDING YOUR WAY AROUND THIS BOOK

How to use this report
to support your work with
Black and Minority Ethnic people in rural Devon

How to use this report
to help you respond to racist behaviour
that targets you

How to use this report
to help you eliminate racist behaviour from
your place of work
your community

How to use this report to enrich what you do and think

A navigation tool for use by readers of this Handbook from a fellow reader:

This is your quick-reference tool to the full report. This is to give you a flavour of what you can expect to find throughout the pages of the report, and to encourage you to turn to it for help. Photocopy this tool for all your colleagues, keep one by every desk, and let it help you source the information and guidance you need as you work to eliminate racism. Completely.

The story of the Rural Outreach Project report: Multi-Ethnic Devon

This report is different to any piece of research I have seen. It echoes with the voices of the people whose lives resonate through the pages. It tells the story of racism from the perspective of those for whom it is a daily reality.

The author has listened -and learned- and now communicates. She has faithfully and respectfully collected tales that evoke for us all what it is like to live in Devon if you are a person with Black or Minority Ethnic roots. She has allowed the brilliant thinking of many creative solutions to emerge from those individuals who know, really know, what they are talking about.

The author helps us look at our individual responsibilities- and privileges- as we continue to eliminate racism from our lives. She helps us look at our collective responsibilities- and duties- as we eliminate racism from our institutional edifices.

If you take the time to read the report from cover to cover your life will be enriched by the experience. Alternatively, if you use it as the invaluable work of reference that it is, your effectiveness on working against racism in Devon will be significant.

We'd like you to use this book as a resource – not just to read but also to help you in working through your thoughts and in planning action.

Here is how to use the book in your working life:

- ➔ Each chapter has new insights, experiences, ideas, problems, solutions. So that you can source the information that you need, when you need it, we have identified overleaf key strands of learning in each chapter. Use this '*Navigation Tool*' to pick out key learning points that grab your interest and to get a quick overview.
- ➔ Use the contents list to search in more detail for the location of topics
- ➔ Read the summary report to get a condensed version of key issues
- ➔ Go to the Chapters you're interested in to get the data and detail you need for practical work and to hear the voices of the participants verbatim.
- ➔ Let the case studies and quotes in the chapters help to sensitise you to the realities that this Handbook is about.
- ➔ There's a '*Think Sheet*' at the end of this section, designed to help you keep a track of the issues that strike you, your ideas and plan of response. Photocopy and use a '*Think Sheet*' for each chapter.

We've also included a number of worksheets and tools that we hope you will find useful in both group sessions and individual work, as an aid to planning race equality initiatives. We've flagged these *tools* up in the contents table with the symbol ✂. Most of these tools can be accessed in the handbook's web-based Appendices at www.DevonREC.org

There are chapters with full statistics, the most detailed and up-to-date data available. There is a detailed guide to Impact Assessment, invaluable to organisations fulfilling their statutory duties under the Race Relations Amendment Act. There are new approaches to overcome the frustrations and failures of other attempts to expose the nature, often invidious as well as overt, of racism in rural and urban Devon and its devastating impact on us all. There are ideas for building new networks of support. There are recommendations for improving practice across the relevant agencies. There are suggestions about changing the way we behave.

We live in a racist society. This report will help it - and us - change for the better.

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Navigation Tool – Multi-Ethnic Devon

Story of chapter 1 - key outcomes

1. This research brings together a meeting of a) the voice of rural Black and Minority Ethnic people and b) the things that service providers need help to do to listen better
2. Black and Minority Ethnic people are interested in safe means of having a voice
3. The main issues raised by participants centred on experiences of racism – the handbook is constructed around this experience and around the things participants recommended should be done next

Story of chapter 2 - the research process: learning from doing

1. Research process of note in itself- methodology developed to centre on the Black and Minority Ethnic contributors' interests rather than the researcher's
2. Cannot use standard methods of consultation outreach and why

Story of chapter 3 - Devon: demography, diversity and change

1. Devon *is* diverse
2. Statistics need background to be informative
3. Diversity and rurality means no 'communities' as such
4. Mixed Heritage on the increase

Story of chapter 4 - identity and ethnicity

1. Ethnic heritage is too complex for broad categorisations
2. Self-identification is key
3. Faith can be more important than nationality
4. Children's sense of identity raises particular issues
5. Good record keeping is vital

Story of chapter 5 - isolation and belonging

1. Isolation and belonging- what makes the difference
2. Multiple layers of isolation affect Minority Ethnic people
3. Women's situations are different to those of men
4. Multi-Ethnic networks are needed
5. Complex language issues means communication in person is best

Story of chapter 6 - experiencing and coping with racism

1. Racism – it's something in common for so many
2. Whole person approach: the way to understand racism and its effects
3. People are scared to report and forced to keep a low profile
4. Long-term damage is being done

Story of chapter 7- working lives

1. Institutional racism – people are confused and need clearer understanding about how it works
2. Subtleties of discrimination and prejudice
3. Behaviour can be racist without language
4. Valuing Black and Minority Ethnic business and skills needs attention

Story of chapter 8 - education

1. Children's plight and parents' struggle: better family-school relationship building is needed
2. Race needs reflection in the curriculum
3. Bullying and racism flourish together
4. Support services need funding to maximise potential
5. Adults' learning and support needs are diverse and need flexible responses

Story of chapter 9 - faith and religion

1. Church of England permeates rural secular society
2. Rural isolation makes worship hard for members of other faiths
3. Religious intolerance denies cultural identity
4. People are in hiding - why has that happened
5. Faiths have big role to play in pastoral support

Story of chapter 10 - Health and Social Welfare

1. Language support needs more attention and new solutions
2. Staff have unresolved, common questions about culture and care
3. Racism issues for staff as well as service users need attention
4. Staff put forward good solutions to improve race equality in health care

Story of chapter 11 - supporting service providers

1. Service providers are struggling and need help – advice is given
2. Specialists are needed to drive organisational change
3. Impact Assessment – full methodology and how to use it

Story of chapter 12 - promoting cultural diversity and improving race equality

1. The major recommendations and the way forward – key advice
2. Signposts to background information in other chapters

The next stage of the story depends very much on the commitment and endeavour of the people who take account of the issues raised in this book and make a response in their work. We wish you well in taking race equality in Devon forward.

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How the research was done.	Chapter 2 <ul style="list-style-type: none"> ● Designing, doing and looking back on the research process <ul style="list-style-type: none"> ➤ How the brief for this research was constructed 2.1 ➤ A focus on action as an outcome of research. 2.3 ➤ When the research was done 2.4 ➤ Who we reached with this research 2.5 ➤ The outreach methods used 2.6 ➤ What was successful, what wasn’t 2.7 ➤ The participant interaction methods used. 2.12 ➤ Feedback to participants 2.14 <u>Appendix – web-based (www.DevonREC.org)</u> <ul style="list-style-type: none"> ➤ Tables <ul style="list-style-type: none"> ◆ 2.1: The research questions framework ◆ 2.2: Snowball starting points ◆ 2.3 Successful lines of outreach to participants and participation type. ➤ Response leaflet ➤ Health Staff response leaflet ➤ Questionnaire ➤ Restaurant mail-shot translated cover letter ➤ Action outcomes from the research. 	
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This handbook and supporting tools can be accessed at www.DevonREC.org

THINK SHEET – photocopy and use when you read a chapter

What are the ideas and experiences that catch my interest? (Write your summary notes below)	Page ref.	What can I do to respond to these issues?	What could my organisation do to make a response to these issues and to help me make mine?

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6 month check – what progress have I made in making my response?			
<p>Organisational progress check: If you had ideas about things your organisation could do, send a copy of this sheet on to a relevant colleague/ manager, and keep a note here of whom you have contacted and the consequent feedback/ action.</p>			