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RACISM, BELONGING AND COVID'S LEGACY OF ETHNIC INEQUALITIES IN SCOTLAND

A report of the Evidence for Equality National Survey

December 2024

Authors: **Nissa Finney**
with Nigel de Noronha and BEMIS

CODE CENTRE ON THE DYNAMICS OF ETHNICITY
EVENS EVIDENCE FOR EQUALITY NATIONAL SURVEY
BEMIS Empowering Scotland's Ethnic and Cultural Minority Communities
UKRI Economic and Social Research Council

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Forewords

CoDE is very pleased to be collaborating with BEMIS on this report which explores the experiences of racism, Covid and belonging in Scotland. The Evidence for Equality National Survey (EVENS), funded by the Economic and Social Research Council (ESRC), has produced an unrivalled dataset documenting the lives of ethnic and religious minority people in Britain during the Covid-19 pandemic. EVENS has used cutting-edge survey methods and a uniquely large sample of ethnic minority groups with recognition and representation of more ethnic minority groups to ensure a robust dataset. We also covered a wide range of topics to ensure in-depth coverage of ethnic minority experience, including education, employment and economic well-being, housing and neighbourhood, social and political participation, health, ethnic and religious identity and experiences of racism and discrimination.

EVENS worked in partnership with ethnic minority communities to ensure the relevance and quality of the data. We now have a programme of work through EVENSinACTION to continue these partnerships and co-produce analysis and outputs reflecting community priorities. This is why we are particularly pleased to produce this report with BEMIS which focuses on the experiences of ethnic minority communities in Scotland. As Scotland's population becomes more ethnically diverse, it is even more urgent that inequalities between ethnic groups – which were also exposed and intensified by the Covid-19 pandemic – be understood and addressed.

Professor Bridget Byrne
Director, Centre on the Dynamics of Ethnicity

BEMIS Scotland compliment the positive collaboration with the EVENS (Evidence for Equality National Survey) Team and the publication of this EVENS Scotland report that reflects upon the experiences of Scotland's ethnic minority communities in the pandemic era.

Undoubtedly, the pandemic brought about various challenges that impacted the progression of Race Equality in Scotland at several levels, such as the social, economic and health impacts of the pandemic that have transitioned into the cost of living crisis, impacts of exiting the European Union and an increase in anti-immigration rhetoric. Peoples' experiences during this period have presented a significant threat to progress made in the devolution era to working towards Race Equality in Scotland.

The various experiences that were shared directly with us by the diverse rights holder communities throughout the pandemic and the ongoing socio-economic challenges present key alarms that there has never been a more important time for all of us, the Government, the 3rd sector, academia and core duty bearers to work together and enhance collaboration in order to prevent further erosions of equality and human rights.

Within this context, this EVENS Report becomes a crucial framework that will be important to future researchers and to the archive of experiences of people during the pandemic period. We all must enhance collaboration and progress our serious efforts to ensure social, economic and cultural justice are the backbone of future race equality work: we must tackle poverty, employment, housing and health inequalities if we are to create an environment in which all of Scotland's people can realise their potential. Trust in our institutions matched by substantive change and investment from 2025 – 2030 will be crucial steps to progressing our ambitions to protect, respect and fulfil the human rights obligations contained within our Race Equality Framework for Scotland.

Again, we compliment the EVENS Team for their professional collaboration and commitment to producing this informative report and documenting the experiences of ethnic minorities in Scotland while setting a foundation for future engagement and work advancement.

Rami Ousta
Chief Executive Officer, BEMIS

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1. Introduction

Scotland's population is becoming more ethnically diverse. Today, 13% of the population identify with an ethnic group other than White Scottish or White British, an increase of 8% from the beginning of the 20th Century[i]. The nation is richer in multiple ways from this diversity. Yet, it is also evident that inequalities between ethnic groups are stark and persistent[ii], and this was highlighted by the uneven impacts of the Covid-19 pandemic[iii].

Indeed, Public Health Scotland has recognised the particularly adverse experiences of ethnic minorities as a result of the Covid-19 pandemic and has called for better data and evidence to understand and address this[iv]. Scottish Government research has detailed how people from (non-white) ethnic minority groups are more likely to be in relative poverty than White British/ Other groups, with over half of Asian and Black groups in Scotland living in poverty[v].

Scottish Government, alongside other organisations, has an explicit commitment to race equality and anti-racism that is articulated in the Race Equality Framework 2016-2030. The aim is for a 'fairer Scotland', "where people are healthier, happier and treated with respect, and where opportunities, wealth and power are spread more equally", to be "achieved equally for people from all ethnicities"[vi]. Core aspects of achieving this aim are to improve understanding of ethnic inequalities and their drivers, and to enhance the data landscape for achieving race equality.

In July 2024, the Scottish Human Rights Commission submission to the United Nations Committee on Racial Discrimination (CERD) also highlighted the need to have better data and monitoring of experiences of racism in Scotland, including institutional racism, and better data and evidence to monitor experiences of racism. The report also recommended that Scottish Government develop a race equality strategy which clearly articulates how it will progress the Race Equality Framework 2016-2030[vii].

This is, therefore, a timely moment to review experiences of ethnic minorities in Scotland. This report makes a novel contribution in two ways. First, it presents new data – the Evidence for Equality National Survey (EVENS) – which illuminates dimensions of ethnic inequalities for which data are not usually available. Second, it is the result of a cross-sector collaboration – to produce the data and analyse it in this report – between University researchers from the Centre on the Dynamics of Ethnicity (CoDE) and the Ethnic Minority Voluntary Sector, via BEMIS. This collaboration enhances the relevance and timeliness of the evidence presented here.

This is not a comprehensive review of ethnic inequalities. The aim is to highlight aspects of inequalities – Covid's legacy, racism, belonging and political trust – that are hitherto overlooked in research and to thus motivate debates in new directions. We hope that this report can be part of the reignition of evidence-based race equality action in Scotland.

2. Covid's legacy of ethnic inequalities in Scotland

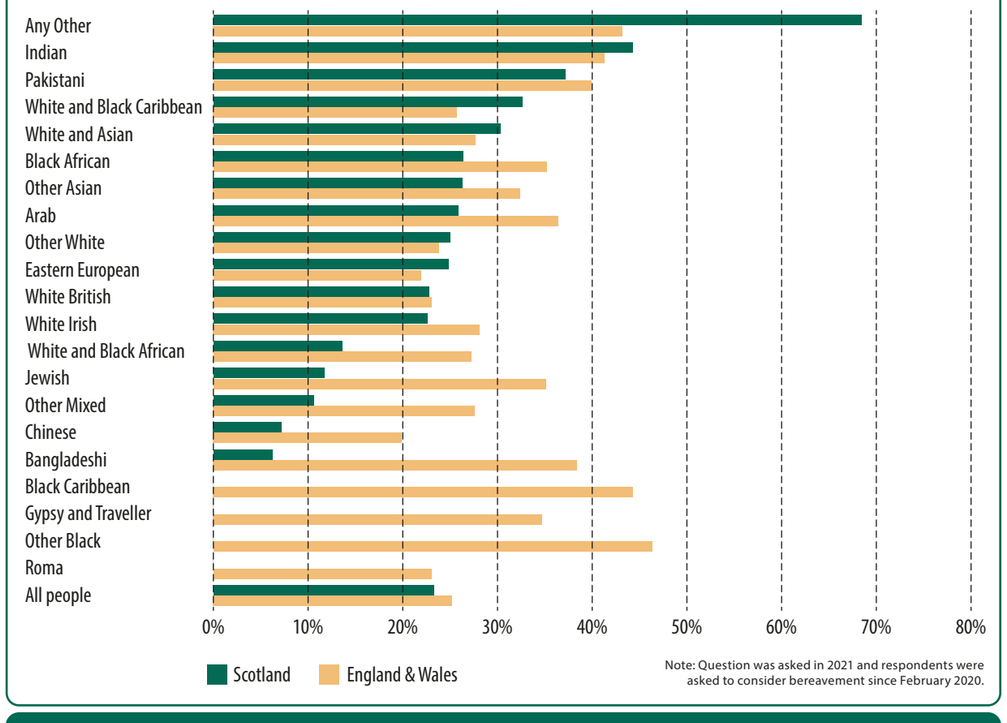
It is now known that the effects of the Covid-19 pandemic were unevenly felt across population groups and parts of the country[viii] with ethnic minorities being up to 88 percent more likely (than the White British majority) to contract the virus[ix]. Ethnic minority groups were at higher risk of experiencing excess deaths. Furthermore, these differential impacts will have long term effects, not least because they compound existing inequalities and there are inadequate support schemes for ethnic minority communities[x].

One of the most impactful experiences of the Covid-19 pandemic – that is rarely reported but EVENS data allow us to explore – is the death of someone close to you. Figure 1 shows that, overall, a quarter of Britain's population experienced the death of someone close to them during the Covid-19 pandemic. In Scotland, experiencing bereavement was highest for those identifying with 'Any other' ethnic group (68 percent), Indian (44 percent) and Pakistani (38 percent). Similar levels of bereavement experience were found for ethnic groups in England and Wales compared to a national average of around 25 percent. It is notable that in Scotland, Jewish, Chinese and Bangladeshi people reported lower levels of bereavement than people identifying with these ethnicities in England and Wales. Across ethnic groups, of those who reported bereavement, the majority experienced bereavement of someone close to them who died with Covid-19 (Figure 2). This is the real-life impact of inequalities in death rates.

There are many reasons why some ethnic groups had higher rates of experiencing (Covid-19 related) bereavement than others including differential Covid-19 impact, the different nature of family structures and social networks across ethnic groups, differential underlying health of ethnic groups, varying levels of poverty and deprivation and differential access to care and support services[xi].

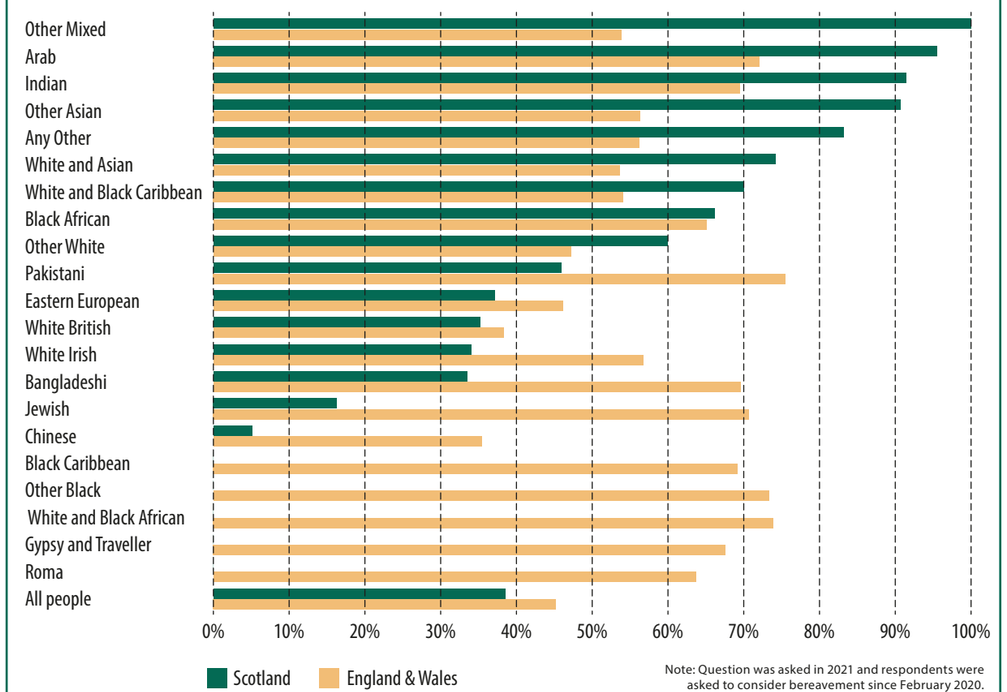
Let us consider what these results mean. They mean that, in Scotland, people from some ethnic groups – Indian, Pakistani, Black African, Mixed, Other – are particularly likely to have experienced someone close to them dying, and dying with Covid-19. This elevates pressures upon them, which can include grief and mental health impacts, caring responsibilities and financial demands. The impacts of bereavement were undoubtedly acute during the pandemic and can also be expected to have ongoing, long term effects.

Figure 1: Ethnic inequalities in experience of bereavement of someone close to you (percent of ethnic group).



Note: Question was asked in 2021 and respondents were asked to consider bereavement since February 2020.

Figure 2: Percent of bereavement of someone close where the person who died did so with coronavirus, by ethnic group.



Note: Question was asked in 2021 and respondents were asked to consider bereavement since February 2020.

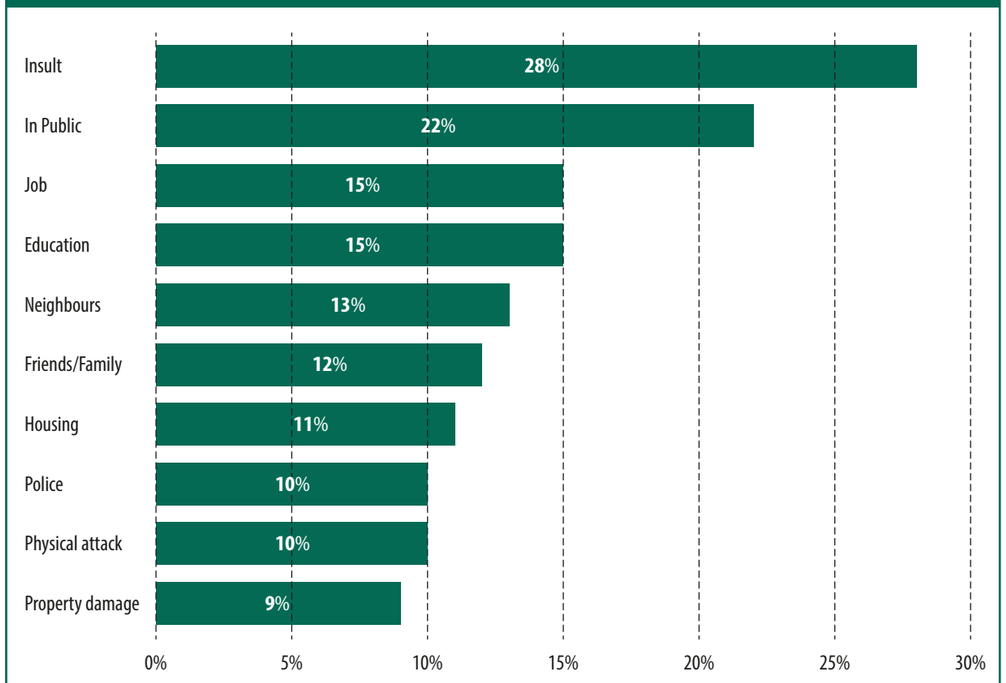
3. Experiences of racism in Scotland

The EVENS dataset allows unique insights into experiences of racism across ethnic groups at a national level by providing a range of indicators of experiences of racism and detailed ethnic group categories[xii]. Over 80 percent of ethnic minorities suffer some form of racism during their lives: racism is a commonplace experience for ethnic minorities in Britain[xiii].

Figure 3 gives an overview of the prevalence of experience of racism in the last five years across a number of dimensions for people living in Scotland who identify as ethnic minorities. We can think of insult, racism experience in public, racism from friends/family or neighbours, physical attack or property damage as personal racism; and racism in work, education, housing and from police as institutional racism.

In the last five years, around a quarter of ethnic minorities in Scotland experienced racist insult or another form of racism expressed in public. Around 1 in 6 ethnic minorities in Scotland experienced unfair treatment in their job in the last five years because of their ethnicity, race, colour, or religion, and around 1 in 10 experienced unfair treatment from neighbours, friends or family, in housing and from the police. Ten percent also reported deliberate damage to their property and physical attack in the last five years for reasons to do with their ethnicity, race, colour or religion.

Figure 3: Prevalence of experience of personal and institutional racism in the last five years for people living in Scotland who identify as ethnic minorities (percent).



Prevalence of racism varies considerably across ethnic groups. Figure 4 presents the proportion of each ethnic group who were insulted in the last five years for reasons to do with their ethnicity, race, colour or religion. Chinese (44 percent), Other Black (41 percent), White Irish (33 percent) and, particularly, Black Caribbean (91 percent) and Mixed White and Black Caribbean (79 percent) have particularly high levels of experience of racist insult. It is striking that 9 in ten Black Caribbean respondents in Scotland had experienced racist insult in the five years prior to the Survey.

For most ethnic groups, levels of experiencing racist insult for those living in Scotland were lower than or comparable to the levels for people living in England and Wales (Figure 4). The exceptions are White Irish, White and Black Caribbean, Other Black, Black Caribbean and Chinese living in Scotland who reported higher levels of experience of racist insult than people living in England and Wales who identify with these ethnic groups. These comparisons are indicative but should be interpreted with some caution given relatively small sample sizes of some ethnic groups in Scotland.

Figure 4: Experience of racist insult across ethnic groups in Scotland and England & Wales (percent).

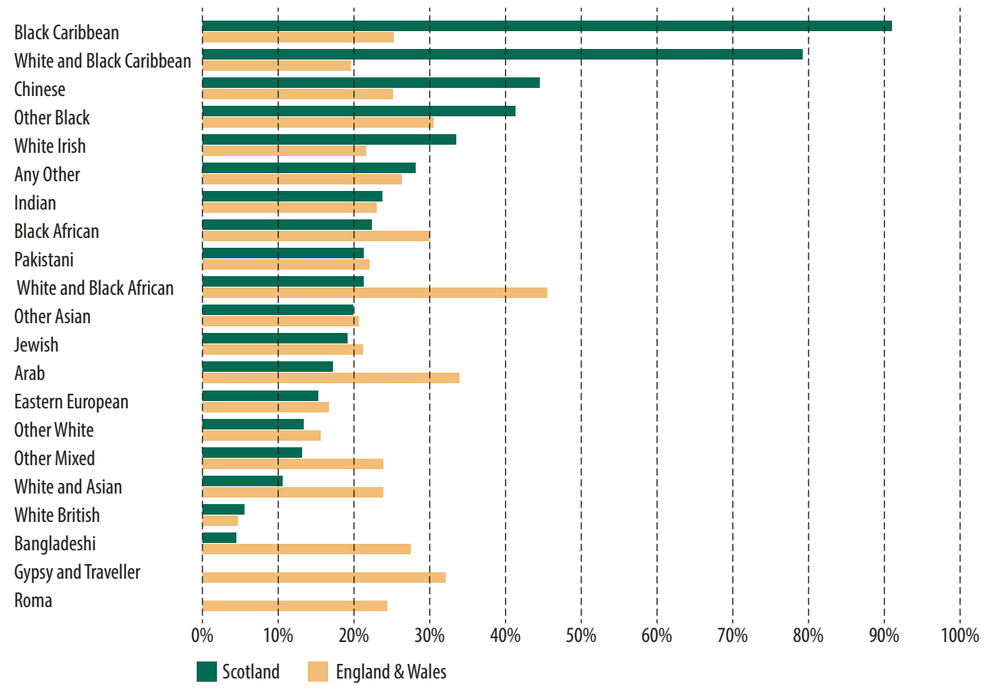


Figure 5: Experience of unfair treatment by police due to ethnicity or race across ethnic groups in Scotland and England & Wales (percent).

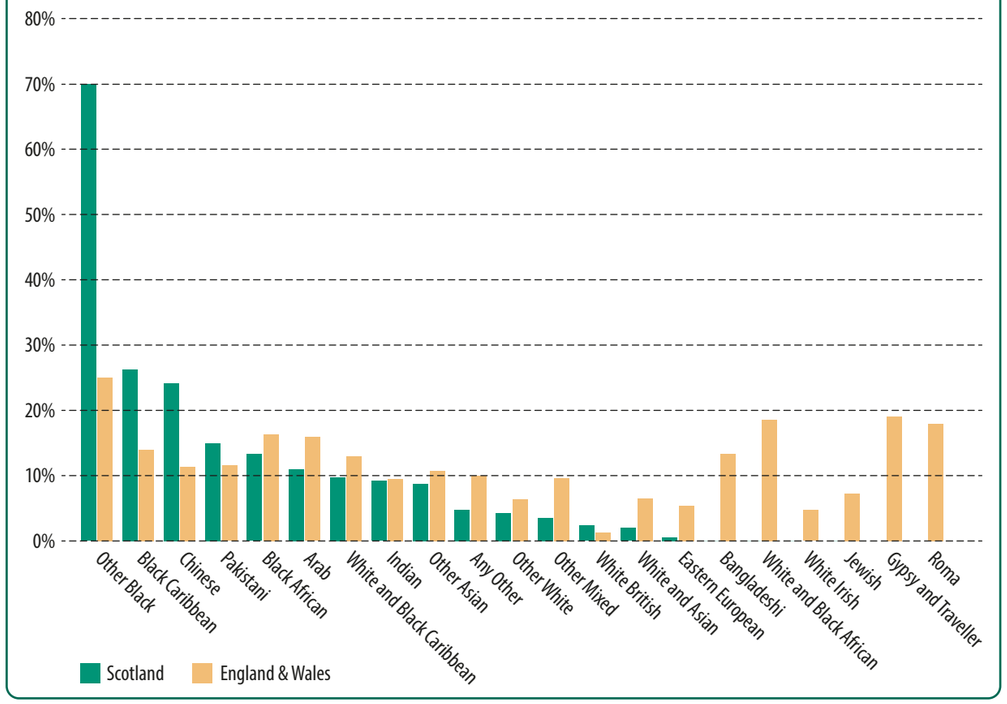


Figure 5 presents the proportion of each ethnic group who reported being treated unfairly by the police because of their ethnicity, race, colour or religion in the five years prior to the Survey. Particularly high levels of unfair treatment from police are reported by Chinese, Black Caribbean and Other Black respondents: over a quarter of respondents from these ethnic groups reported racist treatment from police in recent years. For these ethnic groups reporting of racist treatment by police is higher in Scotland than in England and Wales whereas for most ethnic groups the prevalence of racist treatment by police is lower in Scotland than England and Wales.

Not only do significant proportions of ethnic minorities in Scotland experience racism but it is also clear that for large proportions of ethnic groups worrying about racial harassment is a part of daily life. Overall, 38 percent of ethnic minorities in Scotland reported worrying about racial harassment. It is also clear that the degree to which this worry exists varies considerably across ethnic groups and between Scotland and the rest of Britain (Figure 6).

In Scotland, highest levels of worry about racial harassment are found for Other Black (78 percent), Pakistani 66 percent), Other Asian (61 percent), White & Black African (58 percent), Indian (55 percent), Black Caribbean (52 percent), Black African (50 percent) and Jewish ethnic groups (48 percent). For Other White, White Irish, White & Black African, Other Black, Other Asian, Pakistani and Indian, levels of worry about racial harassment are higher for those living in Scotland than for those living in England and Wales.

Participants in the EVENS Survey were asked how they responded to experiences of racism. A minority – 21 percent – of ethnic minorities in Scotland with recent experience of racism tried to do something about it. 43 percent of ethnic minorities in Scotland with recent experience of racism reported that they accept racism as a fact of life. Levels of acceptance of racism are particularly high for Mixed Black ethnic groups (58 percent), Black Caribbean (48 percent) and those selecting 'any other' ethnic group (56 percent) (Figure 7).

Figure 6: Percent that worry about being harassed because of their ethnicity, race, colour or religion, by ethnic group.

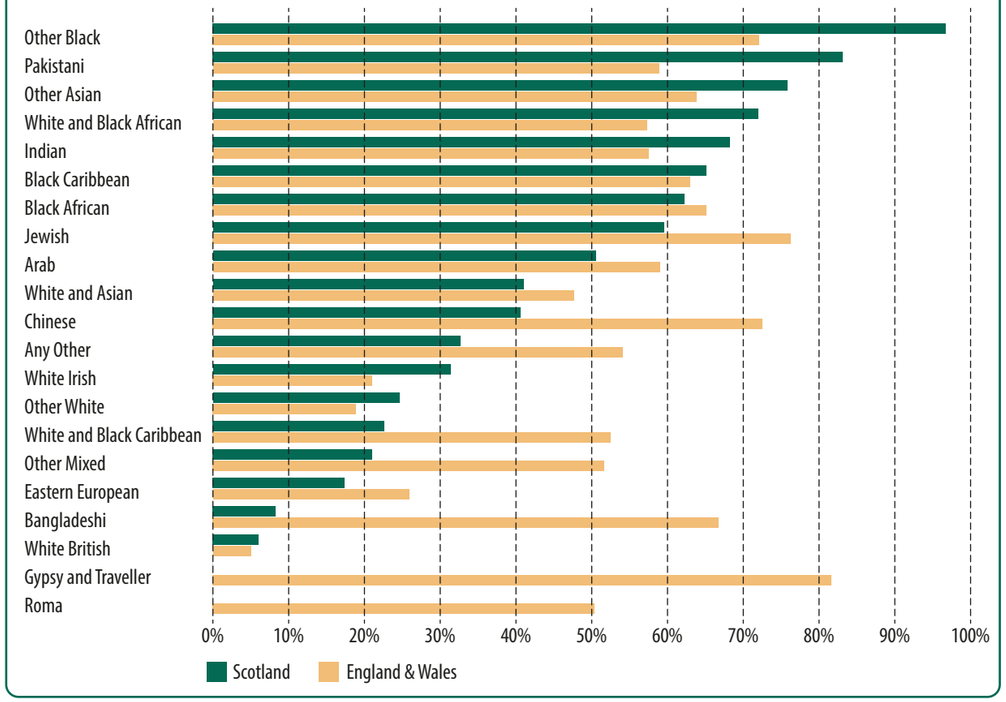
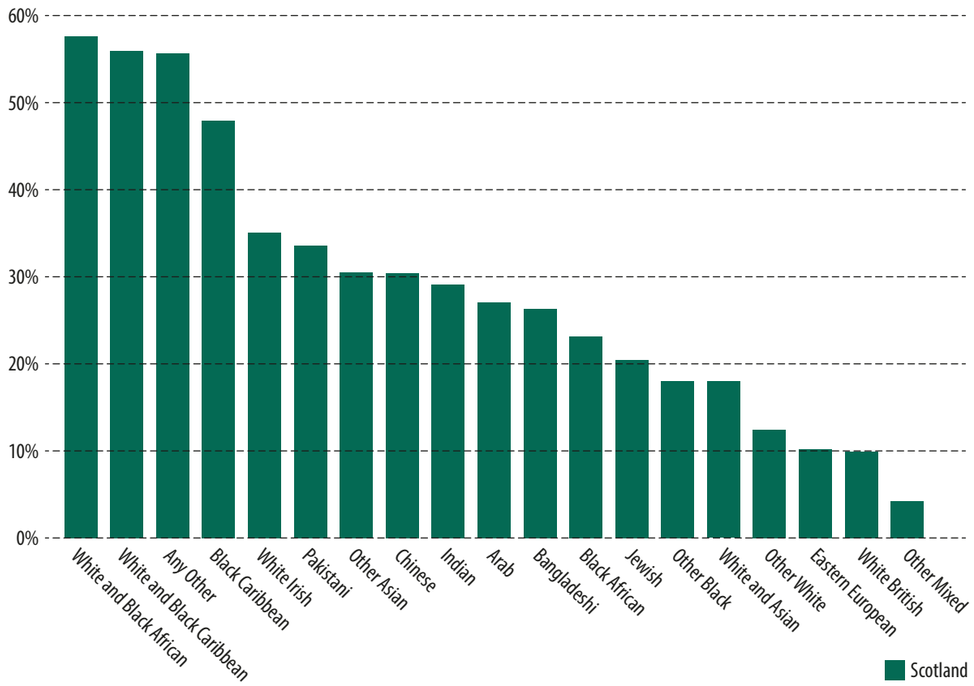


Figure 7: Prevalence of reporting accepting racism as a fact of life (percent of those reporting racism, by ethnic groups in Scotland).



4. Belonging and ethnicity in Scotland

The EVENS Survey clearly demonstrates that ethnic identity matters to people. Figure 8 shows that 60 percent of people in Britian consider their ethnic background to be important to their sense of who they are. The proportion is lowest for White British, Eastern European and Other White ethnicities and above 75 percent for Chinese, Indian, Pakistani, all Black groups, White Irish, Jewish and Any Other ethnic group. Generally, the proportion indicating that ethnic background is important to their identity is similar across Scotland and England and Wales. For the Arab, Other White and, particularly, the Bangladeshi group, the proportions expressing importance of ethnic background for their identity is lower in Scotland than in England and Wales.

EVENS respondents were also asked about the importance of their religion to their sense of who they are. Figure 9 show that religion remains an important part of identity for most people in Britain. Particularly high proportions express religion as important in Black Caribbean and Mixed White and Black Caribbean (99 percent), White Irish (97 percent) and Pakistani (95 percent) ethnic groups. Over three quarters of Black African, Arab and Bangladeshi respondents consider religion to be important to their sense of who they are; and over two thirds of Jewish and Chinese respondents. It is notable that, compared to England and Wales, in Scotland lower proportions of Jewish people (66 percent compared to 90 percent) and higher proportions of White Irish (97 percent compared to 58 percent) report religion being important for their sense of who they are.

Figure 8: Percent who consider their ethnic background to be important to their sense of who they are, by ethnic group.

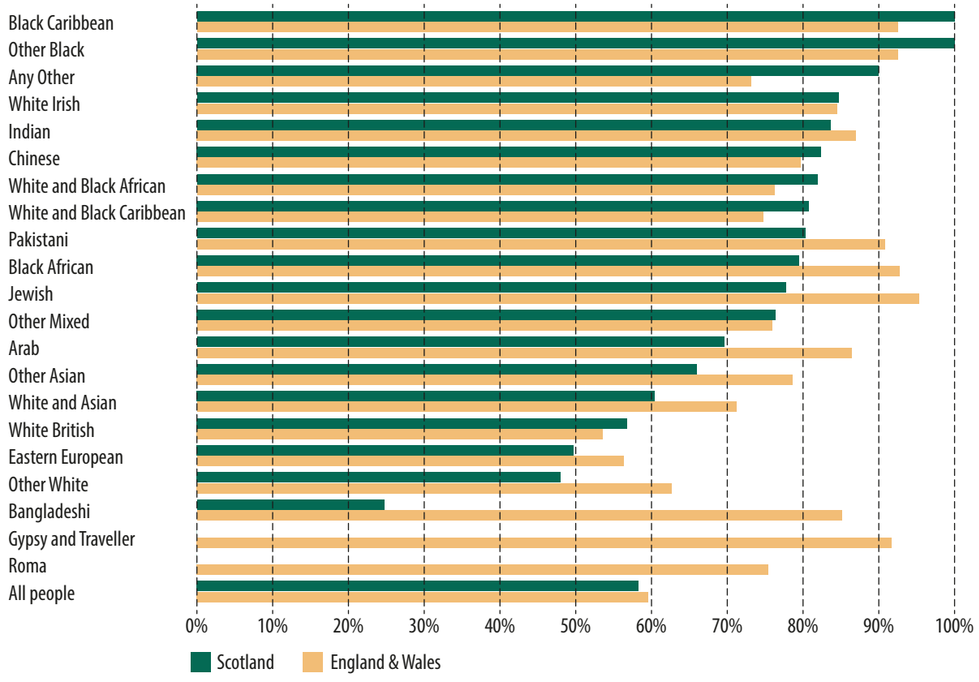
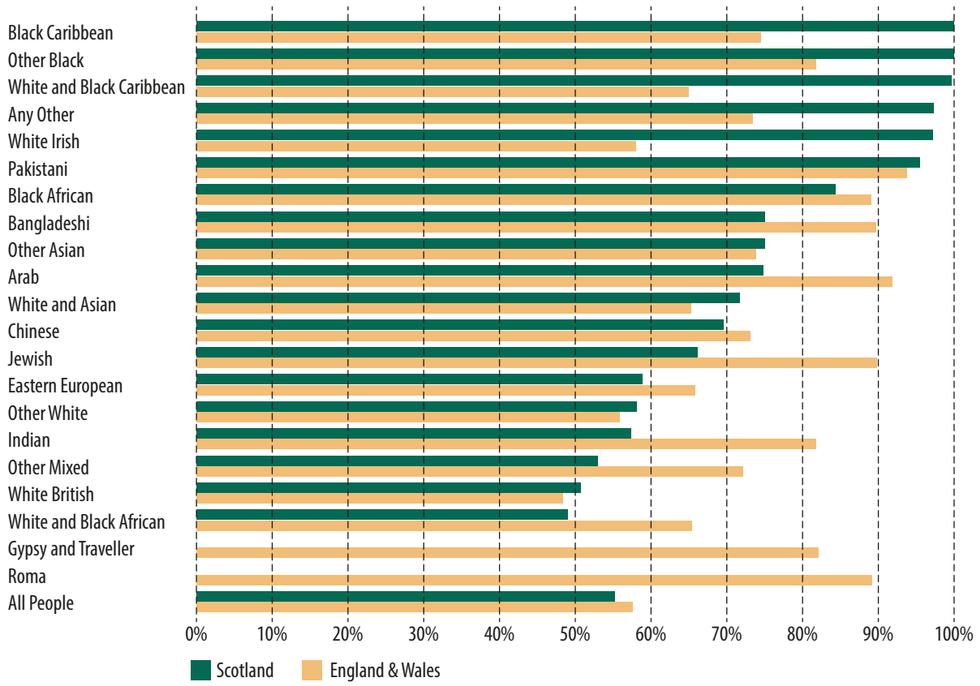


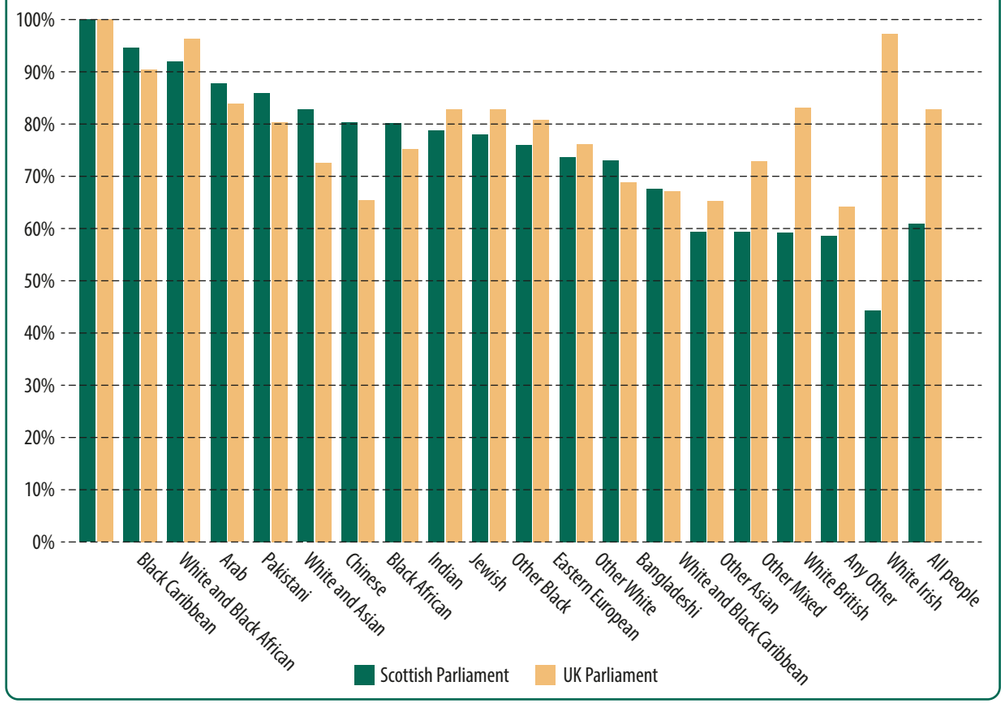
Figure 9: Percent who consider their religion to be important to their sense of who they are, by ethnic group.



In addition to ethnic and religious identity, the EVENS Survey asked people about their belonging to society in terms of whether they feel part of society. In Scotland, 83 percent of people feel part of Scottish society and 60 percent of people feel part of British society (Figure 10). This difference in the proportion feeling belonging to Scottish and British society is driven by the White British and White Irish populations in Scotland: of White Irish people living in Scotland, 44 percent feel they belong to British society while 97 percent feel they belong to Scottish society. Of those in Scotland identifying as White British/Scottish, 59 percent feel they belonging to Scottish society and 83 percent feel they belong to British society.

For (non White) ethnic minority groups in Scotland there are high proportions feeling part of both British and Scottish society: over 75 percent of most ethnic minority groups in Scotland feel part of both British and Scottish society. For example, 96 percent of people identifying as Arab in Scotland feel part of Scottish society and 92 percent feel part of British society. 88 percent of Pakistani people in Scotland feel part of British society and 84 percent feel part of Scottish society.

Figure 10: Percent of people in Scotland who feel part of British and Scottish society, by ethnic group.



5. Political trust and ethnicity in Scotland

Ethnic minorities in Scotland tend to have higher levels of trust of the UK government's management of the Covid-19 pandemic compared to ethnic minorities in England and Wales (Figure 11). This is particularly the case for those in Black ethnic groups. For example, of Black Caribbean respondents to EVENS, 34 percent of those living in England and Wales expressed trust for the UK government's management of Covid-19 whereas 74 percent of those living in Scotland trusted the UK government's approach. White Irish, Jewish and Mixed White/ Black Caribbean show the opposite: higher levels of political trust for UK government are seen for those living in England and Wales compared with those living in Scotland. For example, 46 percent of Jewish people living in England and Wales trusted the UK government's management of the pandemic compared to 23 percent of Jewish people living in Scotland.

We can also compare levels of trust for UK parliament with levels of trust for the Scottish government. It is evident that, for people living in Scotland, levels of trust of Scottish parliament were higher than levels of trust in UK parliament (Figure 12). Overall, 66 percent of people in Scotland trusted the Scottish government's management of the Covid-19 pandemic while 31 percent trusted the UK government's approach. This pattern is consistent across ethnic groups and for most ethnic groups more than three quarters expressed trust in Scottish government.

Figure 11: Percent who trust the UK Parliament (in relation to its management of the coronavirus outbreak), by ethnic group for Scotland and England & Wales.

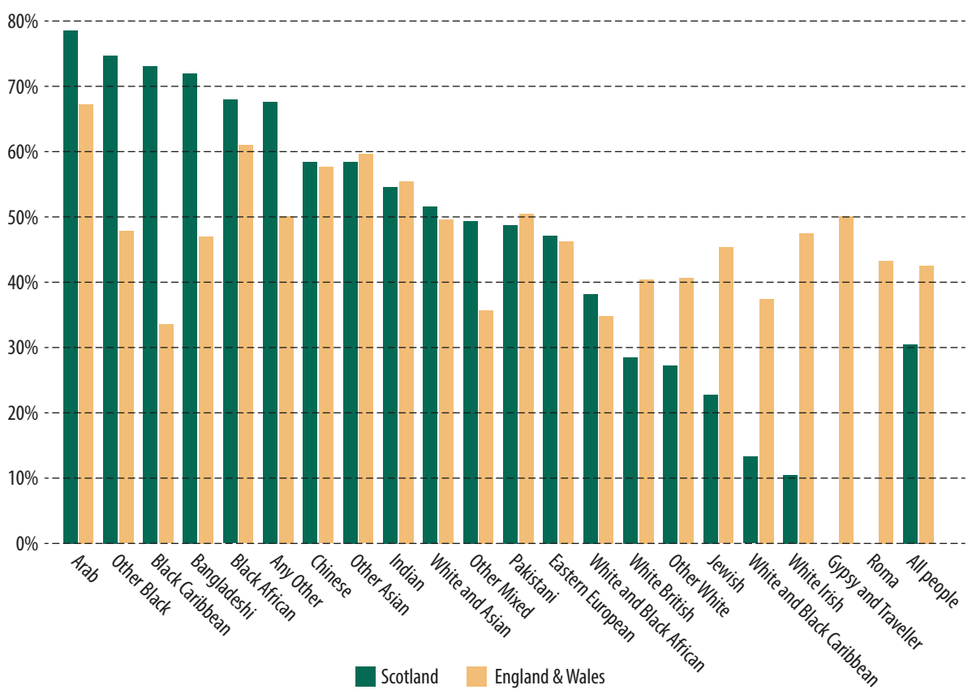
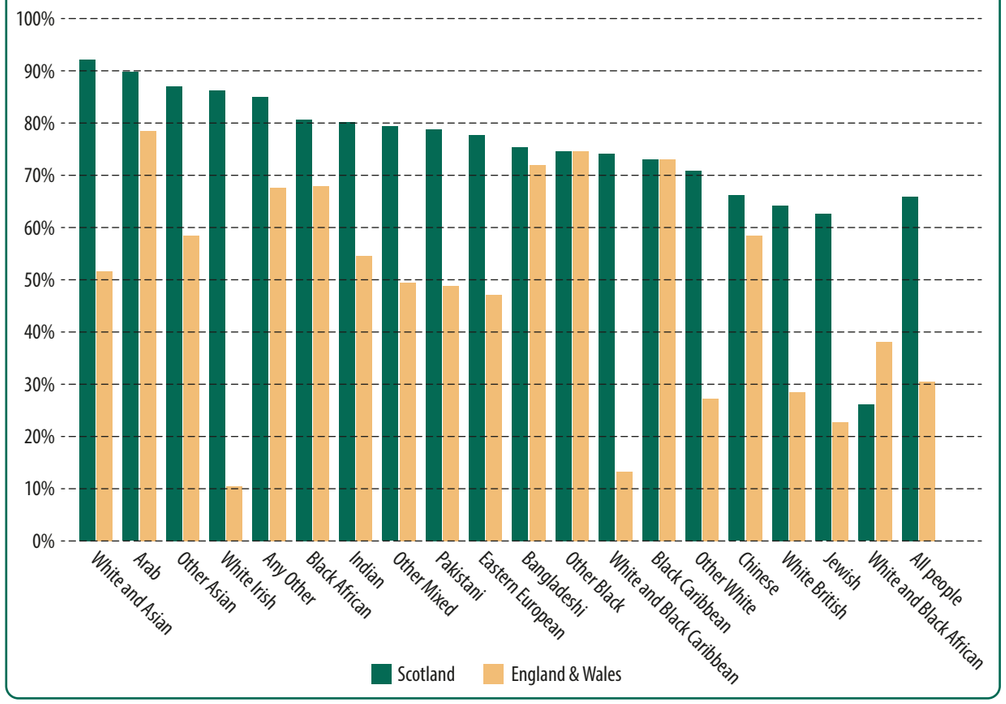


Figure 12: Percent of those living in Scotland who trust the UK Parliament and Scottish Parliament (in relation to their management of the coronavirus outbreak), by ethnic group.



6. Summary of findings

This report has presented new data from the Evidence for Equality National Survey (EVENS) to document ethnic inequalities and experiences of ethnic minorities in Scotland in terms of Covid-19 bereavement, racism, ethnic and national belonging and political trust. Key findings of the report are:

- The Covid-19 pandemic has exacerbated ethnic inequalities in Scotland.
- For some ethnic groups (e.g. Indian, Pakistani, Other) a half to a third experienced recent bereavement, including as a result of Covid, which is likely to have long-lasting effects in multiple areas of life.
- In Scotland, 1 in 4 ethnic minorities experienced recent racist insult.
- 1 in 6 ethnic minorities in Scotland experienced recent unfair racist treatment in their job or education, and 1 in ten experienced recent unfair treatment in housing or from the police.
- Ten percent of ethnic minorities in Scotland have suffered recent racist physical attack.
- Black and Chinese ethnic groups in Scotland have particularly high levels of reporting racist insult and unfair racist treatment from police.
- Generally, levels of reported racism experience are comparable across ethnic groups in Scotland and England and Wales. There is some evidence that Chinese, Black Caribbean and Black Other groups experience higher levels of racism in Scotland compared with England and Wales.
- More than one third of ethnic minorities in Scotland worry about racist harassment.
- The majority of people identifying as Black, Pakistani, Indian and Jewish in Scotland worry about racist harassment.
- Levels of worry about racism are higher in Scotland that in England and Wales for many ethnic groups.
- Only 1 in 5 ethnic minority people in Scotland who experience racism try to do something about it; 40 percent accept racism as a fact of life.
- 60 percent of people in Scotland consider their ethnic background to be important to their sense of who they are. Importance of ethnic background is particularly strong for Chinese, Asian, Black, White Irish and Jewish groups.
- Lower proportions of Jewish people in Scotland compared to in England and Wales report religion as important to their sense of who they are. Higher proportions of White Irish people in Scotland compared to in England and Wales report religion as important to their sense of who they are.
- For White British/Scottish and White Irish people in Scotland considerably higher proportions feel they belong to Scottish society compared to belonging to British society.
- Over 75 percent of most (non White) ethnic minority groups in Scotland feel part of both British and Scottish society.
- For people living in Scotland, consistently across ethnic groups, levels of trust for Scottish parliament are high and considerably higher than levels of trust for UK parliament.

7. Conclusion

On the basis of this report, it is clear that there is considerable work to be done to achieve a fairer Scotland, and "equally for people from all ethnicities"[xiv]. The challenge is to address the enduring unequal impacts of the Covid-19 pandemic that are layered upon existing and intersecting inequalities between ethnic groups. The ethnic inequalities in bereavement – the everyday, ongoing impacts of disparities in death rates – exemplify ethnic inequalities in Scotland that have been exacerbated in recent years. They give cause for review of the best available evidence on ethnic inequalities and renewed political response.

The extent of experiences of racism and worry about racial harassment in Scotland demonstrated by the EVENS analyses is extremely concerning. For large proportions of ethnic minority groups in Scotland, experience of racism – both personal and institutional racism – is an accepted part of life. Across many ethnic minority groups, being anxious about racism is part of everyday experience. A small minority of those experiencing racism try to do something about it. How to tackle the normalisation of racism must be central to a race equality strategy for Scotland.

Despite the challenges of ethnic inequalities and racism, a platform for hope, solidarities and change exists in the strong levels of community and national belonging across ethnic groups in Scotland that this report has revealed. Furthermore, high levels of political trust among ethnic minorities in Scotland represents opportunity for political engagement and signifies a timely moment for action on race equality.

The production of this report is also, in itself, a reason to be hopeful. It represents a collaboration between academics and voluntary and community sector organisations that has generated new evidence, addressing calls for better documentation and understanding of contemporary ethnic inequalities. Through cross-sector collaboration we can positively further evidence-based race equality action in Scotland.

Appendix: data and methods

The Evidence for Equality National Survey (EVENS) collected data between February and October 2021 to document the experiences of ethnic and religious minorities in Britain during the Covid-19 pandemic. The Survey covers a number of topics:

- Demographic characteristics
- Household and accommodation
- Social cohesion and neighbourhood belonging
- Ethnicity and migration
- Socioeconomic characteristics and employment
- Racism and racial discrimination
- Health
- Social isolation
- Black lives matter
- Attitudes towards the police
- Political participation

EVENS collected data from 14,221 people of whom 9,708 identify as ethnic minorities. EVENS is the largest survey of its kind in Britain.

This report focuses on EVENS data from participants in Scotland. In total there were 1,169 participants in Scotland. The survey design means that the ethnic group populations in the data are representative of ethnic groups in Scotland.

A categorisation of 21 ethnic groups is used for the analyses in this report. This aims to distinguish between ethnic groups that are often invisible when broader categorisations are used. It should be noted that there were no Roma or Gypsy Traveller EVENS participants in Scotland. 'White British' refers to White English/Welsh/Scottish/Northern Irish/British.

All tables and charts in this report are weighted using the weighting variable 'weight2021propensity_pop'.

Detail on the EVENS methodology can be found in the free-to-download EVENS book, '*Racism and Ethnic Inequality in a time of crisis*'[xv].

EVENS data and a full technical report are freely available from the UK Data Service, Dataset ID SN-9116[xvi].

About the authors

Nissa Finney is Professor of Human Geography at the University of St Andrews, Director of the Evidence for Equality National Survey, founding member of the Centre on the Dynamics of Ethnicity (CoDE) and member of the ESRC Centre for Population Change. Nissa has researched, taught and published widely on ethnic inequalities, residential mobility, housing, neighbourhood change, segregation and research methods.

Nigel de Noronha is a researcher at the Centre on the Dynamics of Ethnicity and has been involved in the EVENSinACTION project, working with voluntary and community sector partners to explore the Survey's findings relevant to the communities they engage with.

About CoDE

Founded in 2013, the Centre on the Dynamics of Ethnicity (CoDE) is a leading centre of research into ethnic, racial and religious inequalities in the UK. CoDE is committed to using mixed-method and interdisciplinary research to inform our understanding of ethnic inequalities and their drivers in relation to key social domains. We make the data and evidence we produce accessible to both policy and research communities as well as the broader public with the aim of animating action towards racial equality and justice. For more information see www.ethnicity.ac.uk

About BEMIS

BEMIS is the national Ethnic Minorities led umbrella body supporting the development of the Ethnic Minorities Voluntary Sector in Scotland and the communities that this sector represents.

As a strategic national infrastructure organisation, BEMIS aims to empower the diverse Ethnic Minority third sector. We are committed to promoting inclusion, democratic active citizenship, recognition of diversity, human rights education, and wider representation, as well as effecting a proactive role in maintaining and enhancing pathways to influence government policy in regard to equality and human rights at local, Scottish, UK and EU levels.

BEMIS has three overarching aims and objectives:

- To empower, develop and build the capacity of minority formal and informal community organisations.
- To be a key player and proactive stakeholder in leading on lobbying and influencing policy development at all levels in relation to Race Equality and human rights agendas in Scotland (strategic partnership role to the Scottish Government).
- To help develop, promote & progress inclusive society and democratic active citizenship for all in a multicultural Scotland in addition to advancing our pro-active role in enhancing

Democracy & Human Rights Education in Scotland ensuring inclusive active citizenship for all.

For the last 24 years, BEMIS Scotland has continued to be a central trusted and valuable key stakeholder to advancing race equality & human rights. Our work programs and activities continue to provide solid platforms for community empowerment, influencing policy, facilitating direct rights-based engagement with the diverse stakeholders, the ethnic minority 3rd sector and the diverse communities. As such, the core activities of BEMIS include capacity building, co-ordination and strategic influence, identifying and addressing areas for targeted support and partnership working in empowering the diverse EM and advancing the race equality and human rights agendas in Scotland.

About EVENSinACTION and the EVENS-BEMIS collaboration

In 2020, as the ethnic inequalities in Covid-19 infection and deaths were becoming apparent, the Centre on the Dynamics of Ethnicity (CoDE) identified an ethnicity data gap and the need for a new national-scale dataset to robustly document the experiences of ethnic and religious minorities in Britain. The Evidence for Equality National Survey (EVENS) was born, funded by UK Research and Innovation's Economic and Social Research Council (ESRC). From the outset, CoDE partnered with thirteen race equality voluntary and community sector organisations from across Britain, including BEMIS in Scotland, to design and implement the Survey.

The EVENSinACTION project is a continuation of the EVENS partnerships and the Survey's ambition to provide a resource that is of use across sectors to support work towards ethnic equality. CoDE continues to work with voluntary and community sector organisations to promote and support the use of EVENS and to contribute to evidence-based race equality work. The EVENS team are working with a number of organisations to produce reports based on EVENS. Find out more at www.ethnicity.ac.uk.

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[i] 2022 Scotland Census, produced by National Records of Scotland: Scotland's Census 2022 – Ethnic group, national identity, language and religion | Scotland's Census (scotlandscensus.gov.uk)

[ii] See, for example: Jivraj, S. and Simpson, L. (2015) *Ethnic identity and inequalities in Britain: The dynamics of diversity* Bristol: Policy Press, Byrne, B, Alexander, C., Khan, O., Nazroo, J. and Shankley, W. (2020), *Ethnicity, Race and Inequality in the UK: State of the Nation*, Bristol: Policy Press; Finney, N., Nazroo, J., Becares, L., Kapadia, D., Shlomo, N. (Eds) (2023*) Racism and Ethnic Inequality in a time of Crisis: Findings from the Evidence for Equality National Survey* Bristol: BUP/ Policy Press

[iii] Lawrence Review (2020) 'An unavoidable Crisis'; Scottish Human Rights Commission, July 2024, submission to the United Nations Committee on Racial Discrimination

[iv] Public Health Scotland (2022): Monitoring ethnic health inequalities in Scotland during COVID-19: Data and evidence – Monitoring ethnic health inequalities in Scotland during COVID-19 – Publications – Public Health Scotland

[v] Scottish Government (2024): Poverty and Income Inequality in Scotland 2020-23 (data.gov.scot)

[vi] 12. Theme 6: Health and Housing – Anti-racism in Scotland: progress review 2023 – gov.scot (www.gov.scot)

[vii] Scottish Human Rights Commission, July 2024, submission to the United Nations Committee on Racial Discrimination

[viii] Platt, L. and Warwick, ". (2020) *Are some ethnic groups more vulnerable to Covid-19 than others?* Institute for Fiscal Studies Are-some-ethnic-groups-more-vulnerable-to-COVID-19-than-others-V2-IFS-Briefing-Note.pdf

[ix] Oskrochi, Y., Jeraj, S., Aldridge, R., Butt, J. and Miller, A. (2023) *Not by choice – the unequal impact of the COVID-19 pandemic on disempowered ethnic minority and migrant communities* Race Equality Foundation. Not-by-choice.pdf

[x] Oskrochi, Y., Jeraj, S., Aldridge, R., Butt, J. and Miller, A. (2023) *Not by choice – the unequal impact of the COVID-19 pandemic on disempowered ethnic minority and migrant communities* Race Equality Foundation. Not-by-choice.pdf

[xi] Amele S, Kibuchi E, McCabe R, *et al 'Ethnic inequalities in positive SARS-CoV-2 tests, infection prognosis, COVID-19 hospitalisations and deaths: analysis of 2 years of a record linked national cohort study in Scotland' Journal of Epidemiology and Community Health* 2023; 77: 641-648.

[xii] EVENS data on racism is distinct in considering multiple dimensions of experiences of racism at personal and institutional levels and in providing information about when during life racism has been experience. This allows the construction of lifecourse experiences of racism. For details of the possibilities of the racism questions within EVENS see: Bécares, L., Taylor, H., Nazroo, J., Kapadia, D., Finney, N., Begum, N., & Shlomo, N. (2024). The persistence and pervasiveness of racial discrimination in Great Britain: capturing experienced racial discrimination over time and life domains. *Ethnic and Racial Studies*, 1–22. https://doi.org/10.1080/01419870.2024.2372043.

[xiii] Bécares, L., Taylor, H., Nazroo, J., Kapadia, D., Finney, N., Begum, N., & Shlomo, N. (2024). The persistence and pervasiveness of racial discrimination in Great Britain: capturing experienced racial discrimination over time and life domains. *Ethnic and Racial Studies*, 1–22. https://doi.org/10.1080/01419870.2024.2372043

[xiv] Scottish Government (2023) *Anti-racism in Scotland: Progress Review 2023* 12. Theme 6: Health and Housing – Anti-racism in Scotland: progress review 2023 – gov.scot (www.gov.scot)

[xv] See Chapter 2, 'The making of EVENS' in Finney, N., Nazroo, J., Becares, L., Kapadia, D., Shlomo, N. (Eds) (2023) *Racism and Ethnic Inequality in a time of Crisis: Findings from the Evidence for Equality National Survey* Bristol: BUP/Policy Press. Available as a free-to-download e-book from EVENS Book | Centre on the Dynamics of Ethnicity

[xvi] Finney, N., Nazroo, J., Shlomo, N., Kapadia, D., Becares, L., Byrne, B. (2023). *Evidence for Equality National Survey: a Survey of Ethnic Minorities During the COVID-19 Pandemic, 2021.* [data collection]. UK Data Service. SN: 9116, DOI: http://doi.org/10.5255/UKDA-SN-9116-1

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