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A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND

Project Title	Empower Scotland
Lead Partner	Empower Scotland Ltd

Background

Empower Scotland is a Scottish Development Partnership under the Theme B of the Equal Programme. The priority under Theme B is '*Combating discrimination in relation to the world of work*'

The DP operated both in Round 1 (2002 – 2005) and Round 2 (2004 – 2007) of the Equal Programme

The DP comprises organisations engaging mainly with BEM people from the across the central belt of Scotland.

DP Aims and Objectives

In Round 1 of Equal the Empower Scotland DP was established to develop and implement new ways of combating discrimination and inequality in the labour market through different innovative approaches applied locally, nationally and across Europe beside providing opportunities to promote economical and social potential for ethnic minorities.

Learning from the Round 1 experience, in Round 2 of the DP objectives focused on contributing to the positive portrayal of ethnic minority communities and to highlight their skills and contribution to Scotland. Focusing on the positive impact and mutual advantage of the work force diversity to the Scottish labour market.

DP Outcomes

In Round 1 the DP achieved very successful outcomes. Some examples include the first Scottish Empowerment Awards promoted as an opportunity for Black Minority Ethnic individuals, organisations and business to be recognised and rewarded for their contribution to Scotland and its economy.

Still in Round 1 the DP developed the 'Managing Ethnic Diversity in the workplace' training that has successfully created new opportunities for BME communities to access the Environment and Heritage sectors.

One of most successful outcomes achieved in the 2nd Round is the 'DiverCity' pilot project. The DiverCity project aims to creating a network of Diverse Cities throughout Europe who can support each other to ensure continuous improvement in providing equality for their citizens and visitors. Members of the network will be able to exchange ideas and resources.

Finance

	Round 1	Round 2
Total Eligible costs	1,835,074	2,856,894
Total ESF Award	917,537	1,428,447