What is the role of community development in preventing and tackling prejudice and hate crime?
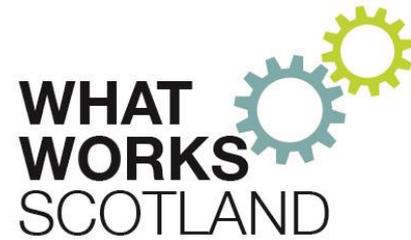## WWS and SCDC report

Methods

Report based on a collaborative, qualitative research project which included:

- A series of co-inquiries involving SCDC, Glasgow Women's Library, West of Scotland Regional Equality Council, and Inverclyde Community Development Trust.

- Interviews with Community Development Workers from the above projects.

- Discussions with CDWs from other organisations.

- Review of the existing literature.

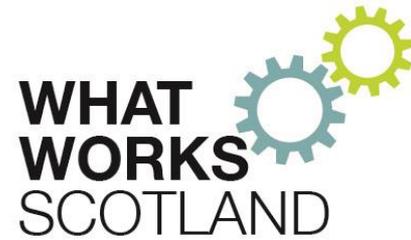- (and findings / reflections from today's seminar).
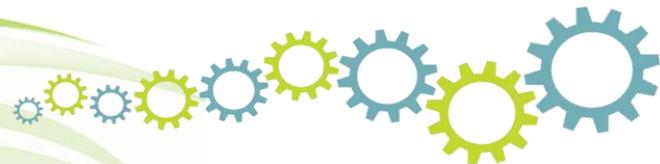
Skills and expertise

- Highly skilled and knowledgeable, with an understanding of relevant policy and theoretical debates.

- Emotional labour of delivering anti-prejudice work at community level.

- Strong grounding in equalities issues is crucial.

- Importance of valuing CDW perspective: challenging the 'hierarchy of knowledge'.

Partantership working

- *'It's a human process, not a technical process'*
- Three key strands of partnership work in anti-prejudice field:
  - Building coalitions with other community development workers.
  - 'Bridging the gap' between communities and other organisations (schools, police, health service).
  - Developing and building capacities of partners.

Spaces

- Hate crime a very spatial problem.
- Key role of CDWs is to create safe spaces for people who have experienced prejudice or hate crime.
- 'Community model of space'.
- Developing collective forms of action.

Approaches to anti-prejudice work

- Indirect approaches often work best: 'bringing people together'.

- Directly challenging prejudice can be effective but has to be handled carefully, potential to 'backfire'.

- Everyone has a part to play: challenging binary victim-perpetrator distinction.
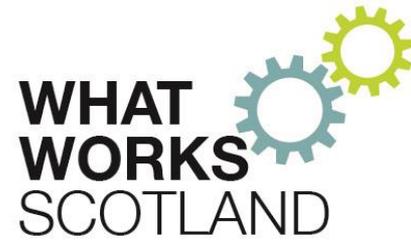
Continuity

- *'Having the same people working on the projects from start to finish has been vital for these projects'.*

- Continuity crucial across all areas of work:
  - Practitioners
  - Partnerships
  - Participants
  - Volunteers

Mainstreaming

- How to work with partners and other agencies to embed anti-sectarianism and equalities work in ongoing work?

- Requires significant resources, and political, policy, and strategy supports and frameworks.