December 2014 - Equality Advisory Group Membership Details

**Chair:** Marsha Scott, West Lothian Council Health Policy & Planning, and Engender

**Vice Chair:** Nathan Gale, Scottish Transgender Alliance

**Committee Members:**
- Bill Gray, Fife Disability Trainers
- Bushra Iqbal, West of Scotland Regional Equality Council
- Susan Anderson, Mental Health Act Facilitator, NHS Fife
- Monica Lee-MacPherson, Reciprocal Exchange Network Development Officer
- Heather McVey, YouthLink Scotland
- Nathan Gale, Scottish Transgender Alliance
- Diego Quiroz-Onate, Scottish Human Rights Commission
- Nico Juetten, Law Graduate
- John Evans, Victim Support Scotland
- Michele Burman, University of Glasgow
- Sally Witcher, Inclusion Scotland
- Maureen Sier, Interfaith Scotland

**MEMBERS' BIOGRAPHIES**

**Chair: Marsha Scott, Principal Officer, Health Policy & Planning:** Marsha is a feminist activist, researcher and practitioner and has worked against violence against women in the United Kingdom, the United States and Europe for 20 years. She represents Engender (and Scotland) on the UK Joint Committee on Women, is the UK board member on the European Women’s Lobby, and the UK Expert delegate to the EWL’s European Observatory on Violence Against Women. She is a member of the Scottish Parliament Cross-Party Group on Men's Violence Against Women and Children and sits on the Women’s National Commission’s Violence Against Women subgroup. Scott is Principal Officer for Health, Policy and Planning at West Lothian Council, where she manages the Policy and Equality team.

**Bill Gray, Disability Equality Trainer:** Qualifying through the Open University course in 1990, Bill established the Fife Disability Equality Trainers and now works with a wide spectrum of organisations in the public and private sectors. His training and facilitation work extends to special projects, such as the Portuguese Government’s evaluation of social services for disabled people and the introduction of disability legislation and reviews of service provision in this country. Bill is a Tribunal member for Social Security appeals, Vice Chair and founder member of Dunfermline Citizen Advocacy Initiative and Committee member and founder of Fife Independent Disability Network. Bill is a
wheelchair user and a qualified Yacht Master, sailing his 30 foot yacht round the coasts of Scotland, Northern England and Ireland.

**Bushra Iqbal, West of Scotland Regional Equality Council:** Strategy and Policy Development. Her work with WSREC includes working with public body organisations in the development of their equality policies, community engagement activities, training and consultation forums. She is founder and Chair of the North Lanarkshire Muslim Women and Family Alliance. She promotes the development of Muslim families integration into the wider community. She is an Executive Member of the Muslim Council of Scotland and is also an independent advisor to Strathclyde Police. She is the founder of Monan Women’s Trust in Pakistan where over a hundred young girls and women are supported in their education and IT skill in a rural setting. She has worked with COPFS as an adviser facilitating and co-ordinating the community engagement, devising implementation strategy for the area, assessment of policy impact, staff training and case work advice in relation to Diversity and Equality in Strathclyde area.

**Susan Anderson, Mental Health Facilitator NHS Fife:** Susan joined the NHS in 1978 as a psychiatric nurse where she worked in acute and rehabilitative psychiatry. She is currently the Mental Health Act Facilitator for NHS Fife and her role includes facilitating and coordinating the implementation of the Mental Health (Care and Treatment) (Scotland) Act 2003, in partnership with clinical and managerial colleagues, using knowledge and expertise on the legislation, and acting as a specialist resource for professional colleagues. In addition, she provides advice, training and support in all areas of legislation affecting mental health and learning disability services.

**Monica Lee-MacPherson, Reciprocal Exchange Network Development Officer.** Monica has been a volunteer and a working interpreter in the Highlands & Moray areas for 22 years. She works alongside several ethnic minority communities at grassroots level to promote race equality and equal opportunities. Her passion and experience in this area has led her to become involved in many community consultations and projects that bring cultural awareness to the Northern part of Scotland. She is currently a member of the Northern Constabulary Community Advisory Group, the Moray College Equality, Diversity and Inclusion Committee, the Moray Council Equality Forum, Crimestoppers Advisory Board as well as a member of the Loch Ness Rotary Club. She is chairperson of the Scottish Highlands & islands and Moray Chinese Association (SHIMCA). She joined CEMVO Scotland in May 2009 working as a part-time Reciprocal Exchange Network (REN) Development Officer based in Inverness. Her responsibilities included developing the REN as a tool to encourage partnership, exchange skills, resources and best practice, promoting it and supporting members to get involved in the REN. In 2009 Monica was
awarded an MBE for her contribution to the Chinese community in the Highland & Islands and Moray.

**Heather McVey, Senior Practice Development Officer, YouthLink Scotland:** Heather has substantial experience representing youth work and advocating for the needs of young people at local, national and international levels. Equalities work has been central to this through championing inclusion, promotion of accessible of services and the mobility of young people. With particular focus in practice development; development of resources, seminars and training of youth workers and other associated professionals as well as influencing the formation of policy. Heather have worked predominantly in public and voluntary sector settings. Specific characteristics covered; Age, Gender, LGBT and BME. Themes of work have included; health and well being, homelessness, literacy, poverty, financial capability, participation, democracy and justice.

**Nathan Gale, Scottish Transgender Alliance:** Having completed an LLB and Diploma in Legal Practice Nathan Gale joined the Scottish Transgender Alliance in January 2012 as their Development Officer. Nathan leads on legal and criminal justice issues, representing the organisation on the Equality Advisory Group and with Police Scotland, and working with the Law Society of Scotland to improve the legal sector’s awareness of trans issues. Nathan has also been heavily involved in the Equal Marriage campaign and the development of the trans aspects of the resulting legislation. A core part of Nathan’s role comprises providing good practice advice to policy makers and informing trans people about their rights.

**Diego Quiroz-Onate, Policy Officer at the Scottish Human Rights Commission:** Originally from Colombia. Most recently, Diego was an independent expert on Human Rights Institutions for the European Commission’s Peer Review Mission to Turkey on Judiciary and Fundamental Rights (2011). Before joining the Commission he held a lectureship in Law at the Robert Gordon University and was a visiting lecturer at Universitat Jaume I Spain, and ESC Clermont, France. Diego has a LLM in International Human Rights Law, Organisations and Humanitarian Law from the Lund University, Sweden, and his academic work in the areas of human rights law, asylum and immigration and the responsibilities of non-state actors under international law has been published internationally. His research has led to him working with the UN Secretary General’s Special Representative for Business and Human Rights at Harvard University, United States.

**Nico Juetten.**  Nico is currently a postgraduate student and working towards admission as a solicitor in 2017. Prior to this career turn, Nico was Parliamentary Officer and Head of Policy on an acting basis at the office of Scotland’s Commissioner for Children and Young People (SCCYP). There he led
on policy development and advocacy in youth justice, children affected by parental imprisonment, and other children’s rights issues. Prior to joining the Commissioner's office in 2009, Nico was the Policy Manager at LGBT Youth Scotland. He is a member of the Board of Trustees of White Ribbon Scotland, a campaign to involve men in tackling violence against women. Nico has a long-standing interest in equality and human rights issues, and the relationships between the two concepts. He studied International Politics and Human Rights Law in Heidelberg, Manchester and Glasgow.

John Evans, Partnership Development Manager for Victim Support Scotland: John is responsible for establishing, maintaining and developing relationships with partner organisations, primarily those within the criminal justice system in Scotland. Prior to his present post he was responsible for delivery of victim support services across the West of Scotland. John joined Victim Support Scotland in April 2005 having retired from Strathclyde Police after completing 30 years service in a wide variety of posts. During the latter part of his police service he was responsible for developing relationships between victims, victim organisations and the police and for developing strategy and police practice in relation to supporting victims of domestic abuse.

Michele Burman, Professor of Criminology and Deputy Head, School of Social and Political Sciences at the University of Glasgow. Michele is a founding co-Director of the Scottish Centre for Crime and Justice Research (SCCJR). She has held research positions at Edinburgh and Aberdeen Universities, as well as within the Scottish Executive where she was a senior research officer in criminology in the central research unit. Michele has a long-standing research interest in violence against women, in particular the criminal justice response to rape, sexual assault and domestic violence. She has allied research interests in the areas of gender, crime and criminal justice, with a particular interest in young women and girls at risk of being drawn into the criminal justice system.

Sally Witcher, Chief Executive Officer of Inclusion Scotland: Sally has recently taken up this position with Inclusion Scotland, a national network of disabled people and their organisations that aims to ensure that policy affecting the everyday lives of disabled people in Scotland is informed by and reflects their views. Previously Sally worked as a freelance Consultant, based in Edinburgh. She has also been a Board Member of the Care Inspectorate since 2011. From 2006-2010 she was a Deputy Director in the Office for Disability Issues, Department for Work and Pensions, Westminster Government. Prior to that she was the Chair of the Disability Employment Advisory Committee (a Westminster Government NDPB) and worked in consultancy and academia, again based in Edinburgh. During the 1990s she worked in the voluntary sector as the Director of the Child Poverty Action Group (UK) and Campaign Worker for Disability Alliance. Sally has been a member of many research advisory bodies, including for the Centre for Analysis of Social Exclusion at the London School of Economics, and has lectured at undergraduate level.
Maureen Sier, Director of Interfaith Scotland: Maureen has a PhD in Religious and Cultural Studies from Aberdeen University and has worked in the field of interfaith relations for over 12 years. She became the Director of Interfaith Scotland in 2012. Interfaith Scotland is a national organisation which aims to: provide a forum for religions to dialogue with one another; support wider interfaith dialogue within society; promote education about interfaith dialogue; encourage civic engagement by religions in Scotland and support religion and belief equality in Scotland. Maureen’s commitment to interfaith engagement has led her to undertake interfaith activities in Europe, America and Asia Pacific. In 2007 she received a UK/US Fulbright International Interfaith Scholarship. The Fulbright Scholarship led to Maureen spending time in America contributing to, and learning from, interfaith work in the US. Prior to working for Interfaith Scotland Maureen taught Sociology and History at the National University of Samoa in the South Pacific and Maureen has been privileged to return to Samoa to assist in developing an interfaith programme for the National University of Samoa.

Policy Division
December 2014