

# Better Mixing: Supporting Scotland's Diverse Future



- **Racial diversity is changing rapidly.**
- **We need to understand how people experience changing diversity and what that means for policies and practices to support a positive future.**
- **Our understanding of how people experience changing diversity requires nuance. The project considers:**
  - **different histories (new and established migrants; diverse Scottish-born people)**
  - **different circumstances (more and less affluent areas)**

# Importance: Mixing Better

- ✿ How do we move towards a UK comfortable with and benefiting from its growing racial diversity?
- ✿ Real urgency to sustaining a positive outlook at a time of increasing polarisation and fragmentation.
- ✿ In Scotland:
  - Demographic challenges increase that urgency
  - Recent political consensus on the need for migration increases opportunities to innovate
- ✿ Research for Impact: Scope for engagement at local and Scottish government levels as well as influencing policy thinking UK-wide.



# The Project

- ✦ Mixed methods: quantitative research (MPS attitudes survey)  
qualitative research (including peer research)
- ✦ Impact focused: Policy Laboratories (Aberdeen, Edinburgh, Fife)
  - Participants: local authorities, third sector and community-based organisations, employers and social enterprises, local residents
  - Purpose: work together to design pathfinder interventions suited to the dynamic diversity of each area
  - Process: discovery phase (3 months), design phase (6 months)

# Influence and Impacts

- ✦ Robust evidence for practitioners and policymakers to understand how to support better outcomes for an increasingly diverse society.
- ✦ Policy laboratory process fosters real world initiatives that put research findings into practice as pathfinder interventions.
- ✦ Trialing pathfinders influences wider policy and practice audiences

