

Building NEMA

A Focus Group Consultation Report on Developing the Network for Ethnicity, Migration and Ageing

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Publication note

This report presents findings from focus group discussions conducted to inform the development of the Network for Ethnicity, Migration and Ageing (NEMA). The views and recommendations presented in this report are based on participants' contributions and are intended to support the future direction of the network.

Use of generative AI

Generative AI tools were used to support language editing and to generate some illustrations used in this report. The content, interpretation, analysis and recommendations were developed by the NEMA team.

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Executive Summary

1 Building NEMA

The Network for Ethnicity, Migration and Ageing (NEMA) is an emerging network that aims to bring together researchers, practitioners, community organisations, policymakers, service providers and people with lived experience to advance inclusive research, policy and practice on ethnicity, migration and ageing.

2 What we did

- Two online focus groups
- 18 participants from research, policy, community, voluntary, health, social care and lived-experience advocacy backgrounds
- Participants from Scotland, England, Singapore, China and India

3 What we heard

1. Needs and gaps:

Policy planning, service access, digital exclusion, language barriers and underrepresentation need urgent attention.

2. Practical activities

Participants wanted NEMA to offer a resource hub, newsletter, communities of practice and applied workstreams.

4. Values and principles

Older people should be central. NEMA should be reciprocal, accessible, anti-oppressive, culturally aware and strengths-based.

3. Mutual benefit

NEMA should avoid extractive research and create value for communities, practitioners, policymakers and researchers.

5. Long-term engagement

NEMA needs clarity, communication, resources, skilled facilitation and realistic expectations.

4 Next steps for NEMA

1. Clarify scope while preserving flexibility
2. Establish a member-led governance and value framework
3. Build practical knowledge infrastructure
4. Convene regular communities of practice
5. Advocate for community-led work
6. Pilot applied workstreams

Building Trust. Sharing Opportunities.
Creating Change Together.

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1. Introduction

The Network for Ethnicity, Migration and Ageing (NEMA) is an emerging network that aims to bring together researchers, practitioners, community organisations, policymakers, service providers and people with lived experience to advance understanding and action on ethnicity, migration and ageing. NEMA seeks to create a collaborative space for sharing knowledge, identifying priorities, building partnerships and supporting more inclusive research, policy and practice relating to ethnic minority and migrant older adults.

NEMA is currently at an early stage of development. These focus group discussions were convened to help establish the network's foundations by listening to people working across ageing, ethnicity, migration, community practice, policy, health, social care, digital inclusion, housing, volunteering and lived-experience advocacy. The discussions were exploratory, but also strategic: participants were not only asked what problems exist, but what kind of network could help address them.

The focus groups were designed to ensure that NEMA develops through a collaborative and participatory process, rather than through a solely academic or institutional approach. They provided an opportunity to hear from a range of stakeholders about the challenges, gaps and opportunities in this field, as well as the values and practical activities that should shape the network's future direction.

The focus groups aimed to:

- explore stakeholder perspectives on key issues affecting ethnic minority and migrant older adults;
- identify gaps in current research, policy and practice;
- understand expectations and priorities for NEMA;
- explore appropriate values, governance structures and engagement approaches for the network;
- identify practical activities and opportunities for collaboration; and
- generate recommendations for the future development of NEMA.



2. Methods



2.1 Focus group design

This consultation used a qualitative focus group design. Two online focus groups were held via Microsoft Teams: Focus Group 1 on 18 May 2026 and Focus Group 2 on 27 May 2026.

The discussions were semi-structured and followed a topic guide organised around five broad domains:

- needs, gaps and priorities;
- activities and opportunities;
- mutual benefits for stakeholders;
- values and principles; and
- long-term engagement and potential barriers.

This design enabled comparison across the two groups while allowing participants to raise and develop issues in their own terms. Focus groups were considered particularly appropriate because they enabled participants to build on one another's experiences, identify areas of consensus and difference, explore collective priorities, generate ideas collaboratively, and reflect critically on systems, policies and research practices.

2.2 Participants and recruitment

Participants were recruited through the Principal Investigator's existing networks and through snowballing. Recruitment drew on professional networks, community contacts, organisational partnerships and existing collaborations relating to ageing, migration, ethnicity, health equity and social care.

Eighteen participants took part across the two focus groups. They included university researchers, policy and research staff, community practitioners, voluntary-sector workers, health and social care professionals, charity leaders, and individuals who drew on lived experience of migration, diasporic identity and/or ageing. Participants represented a range of geographical and professional contexts, including organisations and institutions based across Scotland, England and internationally in Singapore, China and India.

2. Methods

2.3 Discussion format and procedure

Each focus group lasted approximately 90 minutes and was facilitated by members of the NEMA team. Discussions were conducted online to enable participation from individuals based across different regions and sectors.

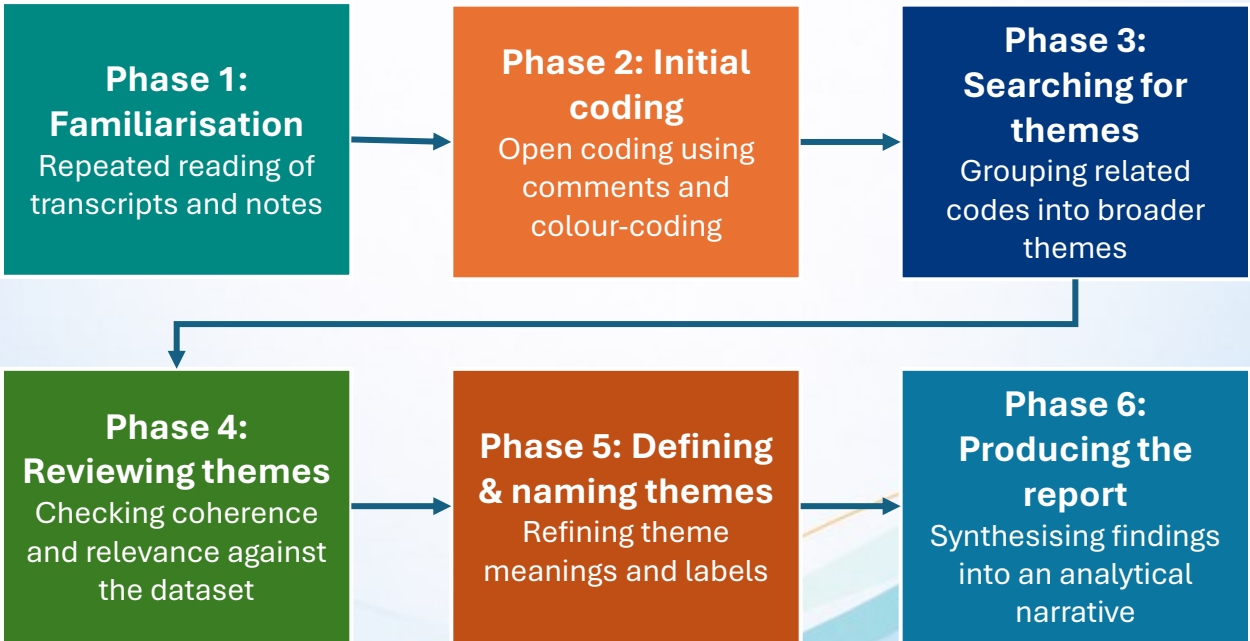
Each session began with housekeeping and ground rules. Participants were invited to keep microphones muted when not speaking, use the raise-hand function or chat box, take breaks if needed, and contribute only when they felt comfortable. Facilitators also emphasised respectful listening, confidentiality within the group, and the importance of avoiding identifiable personal information about oneself or others.

Participants were then invited to introduce themselves and explain their interest in NEMA before moving into the five discussion themes. Both spoken discussion and chat contributions were treated as data where they were captured in the transcripts.

The Principal Investigator and research assistant encouraged open discussion while ensuring that participants had opportunities to contribute. Given the sensitive nature of issues relating to migration, discrimination, exclusion and inequity, facilitators sought to create a respectful and supportive environment throughout the discussions.

2.4 Data analysis

The data were analysed using thematic analysis. This method was selected because it supports flexible yet rigorous qualitative analysis and enables researchers to identify patterns of meaning across qualitative datasets (Braun & Clarke 2006). The analysis involved the following stages:



2. Methods

2.5 Ethical considerations

Participants were provided with information about the focus groups before taking part. Before each discussion started, participants gave their consent through an online Microsoft Form. They were informed that participation was voluntary and that they could choose not to answer any question or withdraw from the discussion. Ethics approval was granted by the University of St Andrews School of Geography and Sustainable Development Ethics Committee.

The focus groups were audio-recorded for transcription and analysis purposes. Recordings were stored securely on encrypted University systems and were accessible only to the Principal Investigator and research assistant. Recordings were deleted after transcription. Transcripts were anonymised, and individual comments were not attributed to named participants in this report.

Because the discussions took place in a group setting, confidentiality could not be fully guaranteed. Participants were therefore asked to respect the confidentiality of the discussion and not to share identifiable comments or personal information outside the group.



3. Key discussion themes

3.1 Needs, gaps and priorities

Participants identified a wide range of needs, gaps and priorities affecting ethnic minority and migrant older adults. These were often described as interconnected and compounded by migration status, socioeconomic disadvantage, language barriers, digital exclusion and wider systemic inequalities. Three main areas were highlighted: policy planning, underrepresentation and invisibility, and everyday access to services and support.

- **Policy planning**
- **Underrepresentation and invisibility**
- **Everyday service access**
 - Pension awareness
 - Limited activity type
 - Digital exclusion
 - Culturally appropriate services
 - Lack of resources

At the **policy level**, participants argued that the older population is becoming more ethnically diverse, but that this demographic change is not yet adequately reflected in service planning:

“The ethnic diversity within the older population is changing really, really rapidly and is becoming much more diverse. And I don’t think that policy makers have taken that on, in terms of planning ahead for services and policies.” (Participant 13, researcher in voluntary/community sector)

This future-facing point moved the discussion beyond current gaps towards questions of preparedness. Participants wanted NEMA to help policymakers anticipate the needs of increasingly diverse older populations over the next five to ten years, rather than responding only after services have already failed to meet those needs.

A second gap concerned **underrepresentation and invisibility**. Participants noted that smaller or less visible communities can be overlooked in research, policy and education:

“Other minority groups like me, I’m a Filipino, it’s not talked about..”
(Participant 14, researcher, volunteer in community sector)

Participants also warned that work with “ethnic people” can sometimes imply that **“all ethnic people are the same”**. They therefore called for evidence and practice that recognise diversity within broad ethnic categories, including differences in migration route, generation, language, religion, gender, age and place.

3. Key discussion themes

Everyday service access was also a major concern. Participants framed access not simply as the presence or absence of services, but as a chain of awareness, invitation, cultural fit, language, mobility, confidence and continuity. One participant highlighted **limited pension awareness** and wider inequalities among older women:

“Women in the community have very little awareness about pensions or being older, the inequalities they’re facing, how to tackle those, how to access services. I think there’s a huge gap.” (Participant 10, voluntary/community sector)

Participants also noted that **facilities** may exist in some places, but participation can still be limited by narrow forms of **provision**. Activities should therefore move beyond dance and exercise to include talk therapies, learning, art and other community-based approaches to mental wellbeing.

Digital exclusion emerged as one of the most consistent cross-cutting needs. One participant described supporting an older client who could not independently reach a library or food bank because she did not know how to use Google Maps. The participant had to physically walk the route and take photographs to support her. This example was linked to wider barriers created by increasingly digitised immigration, welfare and housing systems:

“If you can’t digitally access a digitised immigration system, then you can’t manage problems when they arise... Race is a massive problem... age discrimination, lack of information about pension rights, a lot of housing stability, and a lot of barriers accessing the council support.” (Participant 9, service provider)

Participants challenged the common assumption that older people are simply resistant to technology. In many cases, the issue was described as lack of awareness rather than unwillingness:

“If they had known, maybe they would have utilised it anyway.” (Participant 16, researcher)

This reframing is important for NEMA because it suggests that digital inclusion should not only involve devices or training but also trusted channels through which older people can learn what tools, rights and services are available.

3. Key discussion themes



Participants were also clear that **culturally appropriate services** cannot be reduced to translated leaflets. Multilingual provision requires people who can communicate sensitively and relationally, particularly with women. Written translations may also fail to meet people's needs when some older adults speak a language but cannot read it:

"Just by providing or distributing literature in Urdu, Punjabi, or whatever different languages, does not necessarily meet those needs because people can't read their own language. They might be able to speak them." (Participant 10, voluntary/community sector)

Similarly, participants observed that health literacy and behaviour-change initiatives may exist, but are often only available in English, meaning that those who need them most may be excluded:

"Cannot access these... because of the language barriers." (Participant 2, researcher)

One example concerned an older woman attending chair-based exercise classes in a community centre with participants from diverse ethnic minority backgrounds. Although the instructor only spoke English, non-English-speaking participants could follow the exercises by watching others. However, language barriers limited their ability to socialise and build connections:

"She can follow, but she couldn't talk to other people." (Participant 3, researcher)

Finally, participants repeatedly described community organisations as doing essential work with **limited and insecure resources**. Local groups were described as operating within a "**resource war**", with some organisations for older ethnic minority communities at risk of closure. Participants also criticised short-term funded initiatives that last only a few months and do not create lasting change:

"These are very, very small initiatives that last six or nine months or a year maximum... it just seems to be small inserts of information." (Participant 8, voluntary/community sector)

3. Key discussion themes

3.2 Activities and opportunities

Participants proposed a range of activities that would make NEMA practical rather than symbolic. A recurring suggestion was the creation of a **shared platform or directory**. Participants imagined a simplified online directory, similar to a *“digitised version of the Yellow Pages”*, where people could find information about digital inclusion support, ESOL provision, cultural classes, food events, community groups and language maintenance initiatives. Such a directory was seen as both a resource for older people and a practical tool for organisations navigating fragmented systems.

A second proposed activity was the development of a **community of practice**. Participants suggested regular online gatherings where people could share insights, ask questions and work through common challenges together. This format was valued because it could place people *“on an equal footing”* and avoid one-way knowledge exchange. Participants also suggested opportunities to hear about *“people’s research and people’s work”*, identify areas of overlap and develop shared questions for future collaboration.

NEMA was also seen as a potential **space for supporting researchers**, particularly PhD students and early career researchers. Participants suggested that early career researchers could present work in progress, receive feedback and discuss methodological or practical challenges in a safe and supportive environment. This was linked to the longer-term development of the field, as early career researchers and policymakers may be *“running the show”* in 10 to 15 years.

Other proposed activities included anti-oppressive practice training, co-produced workshops to ask communities what they need, annual or biannual subgroups focused on implementation and impact and a regular newsletter. These suggestions point to a role for NEMA in developing, **testing and sharing resources** that community groups and organisations can adapt locally.

Participants also emphasised the importance of activities that **create connection**, not only those that address deficits. One participant described intergenerational interaction between children and older people, including those living with dementia, as “like magic”. This added a positive and relational dimension to activity design: NEMA should **support spaces where older people, communities, practitioners and researchers can learn from one another, build relationships and experience joy as well as practical support**.



3. Key discussion themes

3.3 Mutual benefits for stakeholders

A strong message across the focus groups was that NEMA must create **reciprocal value**. Participants were sceptical of research that extracts stories, experiences or community knowledge without returning meaningful benefit. They emphasised that research and networking activities should lead to practical change, not only reports, publications or short-term engagement.

"We can have research after research... but until it changes people's lives, they remain meaningless." (Participant 17, voluntary/community sector)

For **community organisations**, mutual benefit means funded time, practical resources, capacity building, research support and evidence that can be used for advocacy. Participants suggested that if NEMA secured funding, it could support community organisations to lead their own projects, with funding going directly to those organisations and research support provided by the network. Others proposed community capacity building so that partners can become more research-aware or research-active and *"walk away from involvement in research with something"*.

For **academics and policy organisations**, NEMA could provide access to grounded knowledge, better research questions, stronger partnerships, routes to dissemination and more credible policy narratives. Participants suggested that NEMA could help develop a *"shared narrative"* to challenge policymakers and champion solutions that are already working. Research evidence was seen as important for showing that digital inclusion, anti-racist practice and age-inclusive support can save public money in the long term. At the same time, participants stressed that the case for action should not only be financial, but also moral and rights-based.

"It should be done simply because people deserve to live good lives of dignity. We need the financial side of that translated... in academia or research." (Participant 9, service provider)

3. Key discussion themes

For **older people and community members**, mutual benefit requires agency, leadership and recognition. Participants stressed that lived experience should be treated as a form of expertise, not merely as a source of data. This means involving people with lived experience in leadership and decision-making roles within NEMA, rather than including them only as participants or advisors. Participants supported *“true co-research”*, where people with relevant lived experience are trained and work alongside academic researchers in meaningful ways. They also argued for member-led approaches rather than top-down consultation. Genuine co-production, in this sense, requires shared decision-making, fair compensation, transparency and long-term relationship building.

“Ethnic groups don’t want to have their hands held and told what to do. They want to take ownership and responsibility of how they progress.”
(Participant 8, voluntary/community sector)

Participants also highlighted the need to prepare both researchers and communities for more ethical and reciprocal collaboration. One suggestion was to support **“research-ready” community centres**. This would help community organisations understand what to expect from researchers, distinguish extractive projects from reciprocal ones, and make informed decisions about whether and how to participate in research. At the same time, participants warned that some communities and organisations are already exhausted by repeated requests to take part in research. Mutual benefit therefore also requires NEMA to protect communities from over-researching, consultation fatigue and burnout.

Overall, participants saw NEMA’s value as depending on whether it can create benefits across sectors: practical support and resources for community organisations; better evidence and more grounded questions for researchers and policymakers; and agency, recognition and leadership opportunities for older people and communities. NEMA’s role should not be to extract knowledge, but to build relationships, redistribute opportunities and support change that communities can see and use.



3. Key discussion themes

3.4 Values and principles

Participants identified a set of values and principles (Figure 1) that should shape how NEMA develops. Participants were clear that these values should not remain abstract. They should guide how NEMA distributes power, defines expertise, communicates with different audiences and builds relationships beyond academia.

Figure 1. Values and principles identified by participants for the development of NEMA



The most important principle was that **older people should be central**, not peripheral.

“We are here to really for older people. They should be really central of it all. Otherwise, how we work around this becomes meaningless. We should put older people first, we should be secondary, whatever we doing. Their welfare, their rights, their involvement, making a difference in their life should be the forefront of what we try to do.” (Participant 17, voluntary/community sector)

Participants also asked NEMA to recognise the **complexity of identity**. Ethnicity, migration and ageing were not understood as fixed or simple categories. Participants reflected that ethnicity can involve how a person identifies, how they explain themselves, and how they are perceived by others. Migration was also described as complex and varied: it can be positive, negative or somewhere “in the middle”. Visible ethnicity, accent and cultural history may continue to shape how people are treated, even after decades of living in Scotland or the UK. These reflections suggest that NEMA should avoid simplistic definitions of “ethnicity”, “migration” and “ageing”, and should create space for members to articulate what these terms mean in different contexts.

Another important value was **strengths-based representation**. Participants wanted NEMA to recognise and celebrate the knowledge, resilience and work already taking place within communities, rather than framing ethnic minority and migrant older adults only through gaps, needs or deficits. This included recognising grassroots organisations, informal support networks and community-led initiatives as sources of expertise and innovation.

3. Key discussion themes

Accessibility was also identified as a core principle. Participants stressed that if NEMA wants to meaningfully involve people with lived experience, it must communicate in ways that are simple, accessible and balanced. This means avoiding overly academic language, creating multilingual and culturally sensitive forms of engagement, and ensuring that community voices are heard alongside academic and professional perspectives.

"Keeping it simple, accessible is really important... if you really want people with lived experiences... we need to hear those voices."
(Participant 10, voluntary/community sector)

NEMA Values in Practice

- **Putting older people at the centre** of decisions, priorities and activities.
- **Recognising lived experience as expertise**, not only as data.
- **Using accessible and inclusive language** across research, policy and community engagement.
- **Building reciprocal relationships** where communities, practitioners, researchers and policymakers all benefit.
- **Working in anti-oppressive and culturally aware ways** that recognise diversity within and between communities.
- **Sharing knowledge equitably** so that findings, resources and opportunities are useful beyond academia.

3. Key discussion themes

3.5 Long-term engagement and barriers

Participants saw clear potential in NEMA, but also identified barriers that could weaken long-term engagement if not addressed. One tension concerned the **focus** of the network. Participants warned that, without clarity about geography, terminology and purpose, NEMA could become too broad and lose direction:

“A soup of many ideas that turns into nothing in the end.” (Participant 4, researcher)

At the same time, participants also recognised the value of **openness** at this early stage. A new network may need a *“messy creative stage”* where people who would not otherwise meet can come together, exchange ideas and explore possibilities. This suggests that NEMA should protect space for openness and creativity while gradually moving towards clearer priorities, workstreams and forms of action.

A second barrier was **loss of momentum**. Participants noted that networks can begin with energy and enthusiasm but fade if there are no clear structures to sustain engagement. Practical suggestions included developing an annual plan, setting meeting dates in advance, maintaining shared folders, circulating brief notes or minutes, creating communication channels and clarifying expectations for members. Participants suggested that meetings could be monthly, quarterly or at least three times a year, but emphasised that members need to be kept *“in the loop”* about what is happening and when the next opportunity to engage will be.

A third barrier was **participation burden**. Participants warned that involvement in NEMA should not become too demanding on top of people’s existing roles and responsibilities. This was especially important for community organisations, which are often asked to contribute to research, consultation and networks while working with limited time and resources. Participants therefore stressed the importance of funded participation, realistic expectations and careful attention to consultation fatigue and community burnout.

Finally, participants noted that **difference and disagreement** will inevitably arise within a diverse network. People from different ethnic minority backgrounds, sectors, disciplines and organisational contexts may not always agree, particularly when difficult issues such as racism, exclusion, representation and power are discussed. Long-term engagement therefore depends not only on events and outputs, but also on skilled facilitation, trust-building and transparent processes for managing disagreement.

Long-term engagement in NEMA

Open enough to encourage creativity and connection, structured enough to sustain momentum and produce meaningful outcomes.



4. Recommendations

The focus group discussions highlighted six practical priorities for the next stage of NEMA's development.

5.1 Clarify scope while preserving flexibility

NEMA should agree a clear but flexible scope for its first year. This may include a UK-facing focus while allowing international comparison and learning. The network should clarify whether it focuses on older people, mid-life and future ageing, or the wider later-life course. Key terms such as ethnicity, migration and ageing should be defined in ways that guide the network's work without oversimplifying people's identities and experiences.

5.2 Establish a member-led governance and values framework

NEMA should create a short engagement charter setting out its core values and ways of working. This should include commitments to reciprocity, anti-oppression, accessibility, cultural awareness, strengths-based representation and older-people-centred practice. The charter should be shaped by community organisations, practitioners, researchers and people with lived experience.

5.3 Build practical knowledge infrastructure

NEMA should develop a simple shared directory or resource hub that brings together information on relevant organisations, community activities, digital inclusion support, language provision, research resources, funding opportunities and policy outputs. A newsletter and shared archive could help members stay informed even when they cannot attend meetings.

5.4 Convene regular communities of practice

NEMA should hold three or four online communities of practice in its first year. These could combine short presentations from community, practice, policy and research perspectives with open discussion and practical problem-solving. Sessions should include space for early career researchers, community-led presentations and cross-sector exchange.

5.5 Advocate for and support community-led work

NEMA should advocate for funding models that recognise and pay community organisations for their time, expertise and leadership. NEMA can help strengthen community-led work by sharing funding opportunities, supporting partnership development, providing research advice, signposting useful resources and helping community partners evidence the value of their work. NEMA should avoid asking communities to provide access, expertise or consultation without clear benefit.

5.6 Pilot applied workstreams

NEMA should begin with one or two applied workstreams based on the strongest themes from the focus groups. Possible pilots include digital inclusion resources for older migrants, guidance on culturally appropriate service access, a briefing on demographic change and future service planning, or a community-led evaluation of accessible support. These pilots would help NEMA move from discussion to action.

5. Conclusion

The focus group discussions show that there is strong interest in NEMA and a clear need for a network that connects research, policy, practice, community organisations and lived experience around ethnicity, migration and ageing. Participants welcomed the idea of NEMA, but also emphasised that the network must be **practical**, **inclusive** and **accountable** if it is to make a meaningful contribution.

Across the discussions, participants highlighted urgent gaps in policy planning, representation, service access, digital inclusion, culturally and linguistically appropriate support, and sustainable resourcing for community organisations. They also offered a clear vision for what NEMA could become: **a space for shared learning, community-led knowledge, early career support, practical resources, policy influence and collaborative action.**

A central message was that NEMA should not reproduce extractive forms of research or consultation. Instead, it should **build relationships**, **recognise lived experience as expertise**, **support reciprocal partnerships** and **create benefits that communities can see and use**. This requires clear values, careful facilitation, accessible communication, and realistic expectations about the time and resources needed for meaningful engagement.

As NEMA moves forward, its challenge is to balance openness with focus: to remain flexible enough to welcome diverse perspectives, while developing clear priorities, structures and workstreams. The recommendations in this report provide a practical starting point for this next stage. By building trust, sharing opportunities and creating change together, NEMA can help strengthen more inclusive research, policy and practice for ethnic minority and migrant older people.



About the authors

Dr Nihaya Jaber

A refugee herself, Nihaya is a dedicated researcher in refugee education, migration studies, and identity theory with proven expertise in qualitative and participatory methods. Her PhD at the University of Glasgow examined how education and social contexts impacted identity construction of refugee families. She has since contributed to major projects on refugee higher education and family experiences in the UK at University of East Anglia and University of Nottingham. As a previous Sanctuary & Scholarship Support Officer at the University of St Andrews, she combines research, policy insight, and community engagement to advocate social justice and support scholars and students from a forced migration background. Currently, as a research assistant for NEMA, she supports the planning, delivery, and management of NEMA by undertaking activities such as literature reviews, data analysis, and report writing. She also contributes to project coordination, stakeholder engagement, and the dissemination of research findings to academic, policy, and community audiences.

Dr Mengxing Joshi

Mengxing is an Associate Lecture at School of Geography, University of St Andrews. Her research focuses on ageing, migration, ethnicity and social inequalities, with particular interests in loneliness, social connectedness, racism, wellbeing and the experiences of older migrants and ethnic minority older adults. She has experience using mixed methods, statistical analysis of national surveys, qualitative research and evidence synthesis to examine how social, cultural and structural conditions shape later-life experiences.

Mengxing is the founder and Principal Investigator of the Network for Ethnicity, Migration and Ageing (NEMA). Through NEMA, she aims to build a collaborative space that connects researchers, community organisations, practitioners, policymakers and people with lived experience to support more inclusive research, policy and practice. Her work is strongly committed to participatory engagement, knowledge exchange and strengthening the visibility of ethnic minority and migrant older people in ageing research and policy.

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- Lecturer, Huazhong University of Science and Technology
- Officer, CEMVO Scotland & North Lanarkshire Ethnic Minorities Association
- Officer, Citizens' Rights Project
- PhD Researcher, Indraprastha Institute of Information Technology Delhi
- PhD Researcher, University of East Anglia
- PhD Researcher, University of Edinburgh
- Representatives, Centre for Ageing Better
- Researcher, Cardiff Metropolitan University
- Researcher, London School of Economics and Political Science
- Researcher, National University of Singapore
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