

**Cymru
Wrth-hiliol**



**An Anti-Racist
Wales**



Llywodraeth Cymru
Welsh Government

An Anti-Racist Wales

The Race Equality Action Plan for Wales

Summary (for consultation)

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Section 1

Ministers' and Co-Chairs' statements

"Tackling racism and promoting race equality have always been important to the Welsh Government. But over the past few years, prompted by the growing divisions in our society, we've come to realise that these issues are more pressing than ever. It is time for change. Our vision is of a Wales that is proudly anti-racist, where everyone is treated as an equal citizen. We want to make meaningful changes to the lives of Black, Asian and Minority Ethnic people in a transparent way that uses their lived experiences and respects their rights as citizens of Wales.

This will be a practical plan, with specific actions for all key policy areas. It is being co-created and developed collaboratively, and we are grateful to everyone who has helped us so far. But we still need your input. We want to be sure we have the right priorities and are clear on how to implement them. We look forward to receiving your input".



Mark Drakeford MS

First Minister of Wales

Mark Drakeford



Jane Hutt MS

Deputy Minister
and Chief Whip

Jane Hutt

“As a society, we are perturbed by racism, but for too long, we have believed that racial inequality will disappear without sustained efforts to challenge and eradicate it. The urgent need for action was laid bare and intensified by the impact of COVID-19, and the world’s reaction to the killing of George Floyd. This Plan is built on the values of anti-racism. Most people are generally non-racist, but the impacts of racism have persisted, because being non-racist is not an action-oriented state. Conversely, anti-racism is a conscious position wherein individuals, organisations and institutions commit to actively

thinking and responding to the potential impacts of their structures, policies and practices on Black, Asian and Minority Ethnic (here with referred to as ethnic minority) groups. Another important feature of this Plan is that it’s the culmination of a dialogue within and between groups and organisations from across Welsh society. A further feature is its emphasis on closing the ‘implementation gap’, i.e. the Plan is designed to create meaningful improvements in the lives of ethnic minority groups. Rhetoric must be translated into meaningful action, and organisations must be made accountable for doing this.

Successful implementation of this Plan will benefit us all. A fairer employment market will improve productivity and growth. A fairer education and training system will harness everyone’s potential, but especially members of ethnic minority communities whose populations are younger, and whose skills and abilities will contribute to overcoming the impacts of an aging population. Finally, equalising racial opportunities and outcomes in health and other social services will help to reduce the burden on the state and individuals, and help to promote active citizenship. We all stand to benefit from racial equality”.



**Professor
Emmanuel Ogbonna**

Cardiff University



**Dame
Shan Morgan**

Permanent Secretary,
Welsh Government

Section 2

Background: the case for change, the realities of racism

Wales is not an equal country. The experiences of the many communities within it are very different. Ethnic minority people face discrimination and racism. During the preparation of this document, in our discussions with ethnic minority people there was a strong feeling that they did not want “another strategy” but wanted meaningful delivery of existing promises and plans, and prioritising of anti-racist action. There was an acknowledgement that previous approaches had not succeeded in tackling systemic and institutional racism.

The Macpherson Report (1999) defined institutional racism as: “The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin”. The report argued that institutional racism “...can be seen or detected in processes, attitudes and behaviours that amount to discrimination through prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people”.

This view was advanced by many who participated in the stakeholder groups that fed into this Plan. For example, in one event, partners talked of anti-racism as the key approach and part of the desired vision. Professor Ogbonna, who Co-chaired the Steering Group for this Plan stated in many of the events he led that

“Anti-racism is about institutions and individuals consciously raising their awareness of how negative stereotypes of minority ethnic groups, historically embedded to justify colonialism and slavery, still persist. These stereotypes are inevitably deficit-based and see minority groups as ‘less than’ and as ‘others’. These stereotypes can become ingrained in societal and organisational cultures in ways that become taken-for-granted, and guide behaviours in everyday life”.

Anti-racism is structured around conscious efforts and deliberate actions to provide equitable opportunities for all. It requires individuals to scrutinise the stereotypes they and others hold, and to understand how their actions may impact on people of different races and ethnicities. For organisations, it requires a careful audit of policies, functions and processes to uncover whether and how practices which may appear benign, may inadvertently discriminate against minority ethnic groups.

Privilege (or “white privilege”) is when most decision makers do not take into account the automatic privileges – of position, resources, influence, authority and historical beliefs – that impact on decision-making, and the ways these can disadvantage ethnic minority people. We acknowledge that this narrative can be complex for Gypsies, Travellers and some Roma people. However, we should acknowledge that they too are ethnic minorities who, in the Macpherson definition, experience institutional discrimination because of their culture and ethnic origin.

Those who helped to develop the Plan discussed how it might alienate some who argue that the very real problems faced by others, for example white people from lower socio-economic groups, are not addressed. We recognise that many are disadvantaged. There is separate work being undertaken to address these issues, including the enactment of the Socio-economic Duty (see section 7 in the main plan). It is important though, that we do not see a competition between the desirability of support for disadvantaged white people and the promotion of fair and equitable policies for ethnic minority communities. Both are necessary. Both can, and should, be achieved. Other concerns during this initial phase included:

- » fears that the Welsh Government does not have systems in place to incentivise action, or to apply sanctions where progress is not being made by those it funds.
- » concern that current accountability mechanisms - such as audit and regulatory bodies, inspectorates and ombudsmen - do not have a strong enough experience or understanding about how racism works, and what they should do about it.
- » concern that that some public bodies were “not compliant with the Equality Act 2010”, or the Wellbeing and Future Generations Act, as evidenced by not publishing information such as Equalities Action Plans or data on under-representation, and by failure to use positive action tools.

Section 3

How the Plan has been developed, and will be in future

In the summer of 2020, Jane Hutt MS, the Deputy Minister responsible for Equalities, asked officials to develop an “ambitious and radical” Race Equality Action Plan (the Plan). She invited Professor Emmanuel Ogbonna from Cardiff University to co-chair a Race Equality Action Plan Steering group (Steering Group), with Dame Shan Morgan, the Permanent Secretary, Welsh Government.

In 2020, work started on the new plan. But in March, the work was derailed by the COVID-19 pandemic. Then, in May, the killing of George Floyd sent shock waves through the global community. In different ways, both events shone a light on the systemic and institutional racism faced by Black, Asian and Minority Ethnic communities, both in Wales and elsewhere, and served to galvanise and re-energise this work. Since that point we have worked hard to gather evidence, views and ideas from a wide range of sources, representing communities, organisations and academia. The mechanisms used have included:

- » COVID-19 Group Health Advisory Group: Ministers also established a Black, Asian and Minority Ethnic COVID-19 Health Advisory Group, including medical experts, academics and community activists. It produced a series of reports and recommendations which have been incorporated into this Plan.
- » Cynefin and Monuments Advisory groups: Ministers also set up two groups to advise on how to respond to these issues in the context of (a) the curriculum, and (b) monuments, street and building names related to the slave trade and the British Empire. Both produced recommendations which have informed this work.
- » Steering Group: to develop the Plan, people representing organisations, academia and others with knowledge of race and racism, were brought together to form a steering group. It had a key role in directing and overseeing the work.
- » Evidence reviews: we asked the Wales Centre for Public Policy to review the many past reports, inquiries, research, community gathered insights and good practice, in policy areas which Welsh Government is responsible for. They provided reports on: Housing; Jobs and income; Health and social care; Education; Crime and Justice, Leadership and Representation. We started with these policy areas but soon added others, including; Culture, Arts, Sport; Local Government; Welsh Language; Environment; and Social Partnership and Fair Work and Entrepreneurship. Last two are part of Income and Employment. We have used these reports to develop many of the actions and Goals within the Plan.
- » Equality and Human Rights Commission (EHRC): The EHRC and others asked that there be consideration of whether additional legislation is needed in order to ensure change. The Commission made a number of specific recommendations to us, in a special briefing paper.

- » Evidence: We also gather different evidence and data on disparities in the different policy areas and used other ways to collect lived experiences. See section on What the Evidence says in the full report for details.
- » Community-led dialogue and consultation with 'little heard' voices: we gave 25 Community Engagement grants to community groups and forums to fund engagement with minority ethnic voices. Each group produced powerful insights and lived experiences and recommendations to inform this Plan. Many of these groups had not previously been given a direct voice in the development of a Government policy. These reports are available with the full consultation documents, and include many powerful first-hand accounts of people's experience of racism and discrimination (see section on What the Evidence says in the main report).
- » Community mentors: We used seventeen 'community mentors' to bring their individual, and their communities' lived experiences to the attention of officials in particular policy areas. The mentors will continue to work with the Welsh Government as we refine the Plan after the consultation.
- » Vision setting events: to co-construct the Vision, Purpose, Values and 'envisaged future to 2030', five stakeholder events were held, some jointly with Ethnic Minorities and Youth Support Team (EYST) and some standing alone. Three were with stakeholders from ethnic minority communities, one was with ethnic minority staff from Welsh Government, and one was with Gypsy, Roma and Traveller organisations. In all, we engaged over 180 people via these events. This work is reflected in Section 4.
- » Policy themed 'deep dives' and 'round tables': We also brought together different partners working on the 'evidence base' developed by WCPP, those bringing lived experiences (community led dialogue and consultation and community mentors), steering group members, experts, lead policy officials and Trade Union representatives to share different types of evidence and inform the Plan's development. The goals and actions were refined at subsequent 'round table' events.
- » The Table on page 9 illustrates how the Vision, purpose, values and the Policy Areas fit together.

Therefore, the draft Plan has been co-created with many community, public, private and third sector partners, and Unions and is now being issued for consultation. At the same time, we recognise there are parts of it we'd like to develop further, for example the opportunity to make stronger links between different themes. There is also work to do to fully address 'intersectionality' (the fact that people from ethnic minority groups also hold other statuses, e.g. gender, religion or faith, etc), and to ensure the Plan properly responds to the needs of Black, Asian and Minority Ethnic women and disabled people. The consultation feedback will help us to address these areas.

The vision, purpose and values, as agreed with stakeholders are:

Vision: "A Wales that is Anti-racist by 2030."

Purpose: "To make meaningful and measurable changes to the lives of Black, Asian and Minority Ethnic people by tackling racism."

Values: "Open and Transparent, Rights based, and Lived experiences as core to all policy making."

Goals – Policy Areas:

Leadership and Representation	Housing and accommodation	Income and Employability (I&E)	Social partnership and Fair Work (I&E)	Entrepreneurship (I&E)
Health	Social Care	Education, including higher education	Crime and Justice	Culture, Heritage and Sport
Local Government	Welsh Language	Environment		

Cross cutting Goals:

Data	Engaging and funding communities	Impact assessment for better policy design	Services for individuals experiencing racism	Role of informal volunteering
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Section 4

Vision, Purpose and Values... and Envisaged Future (to 2030)

As explained above, this key part of the Plan was developed in close consultation with stakeholders, and in particular with Black, Asian, and Minority Ethnic people. These elements are important, as they represent the essence of what we are trying to achieve. However they are not set in stone – we would welcome your views on how they could be improved, and made more relevant and achievable.

Vision

A Wales which is anti-racist



Amongst the main themes that emerged, anti-racism was key, and so central to this work. Other themes included the notions of equity, social justice and celebrating diversity in all its forms.

Contributors felt that they wanted to see a Wales where there is a “shared understanding, and agreed actions” for tackling systemic and institutional racism, i.e. the ways in which racism is and historically has been embedded in the working of organisations they encounter. The goal should be to “create equitable outcomes”, which “celebrate differences and similarities among ethnic minority communities” where we are “united not divided by our differences”.

We want to work “together, as white and ethnic minority people, to jointly make a different and better Wales”.

Purpose

To make a meaningful change to the lives of Black, Asian and Minority Ethnic communities by tackling racism.



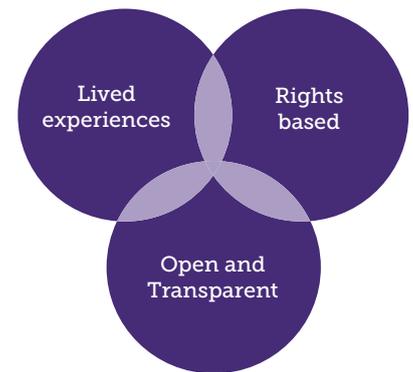
The purpose of this work was thought was to be to create “urgency and culture change that make public services publicly accountable” and “delivers on promised, actions” to reduce inequalities in various areas of our duties and powers.

It was suggested that the Welsh Government and public services needed to “have difficult conversations without fear of retribution” so that we can achieve “the change we want to see”. People felt that we will only do this by tackling systemic and institutional racism, by “speaking truth to power” and creating a “new legacy for anti-racism that includes equitable outcomes for our communities”.

Additionally, there was a strong hope that we could create a “new legacy of public services that include leaders from the Black, Asian and Minority Ethnic communities who have been recognised for their potential, talent and unique contribution”.

Values

In the values below “We” refers to the participants and Welsh Government together



1 Lived experiences
We believe that our lived experiences should be “included” at the heart of all decision making in Wales. We have a right to be “heard and to sit at the top table” and hear decisions you make about us.

We believe that our “challenges; from all the different groups, should be heard as helping you to do your jobs better”, and “our history and oppression more acknowledged” while respecting “the emotional toll of sharing”.

2 Rights based
We believe that we are asking “only for our rights, as opposed to favours” in all you do. It is the responsibility of those in power to “serve justice”, “enforce” and hold “to account” those responsible for services and decision making.

We believe that by 2030 we should all be seen as “Welsh”, with “the problem of racism, which leaves trauma that “affects mental health for years.” no longer upon on our shoulders”.

3 Open and transparent
We believe that “we can walk the talk of equality”. There should be no “in groups” and no “out groups”, but instead a Wales where people are valued for their unique talents and lived experiences which, while different, are of equal worth.

We believe that “living in a place where you can be free to have challenging discussions and not fear repercussions of exclusion because of institutional racism, will emancipate us”.

Envisaged Future by 2030

If we work together to address racism, by 2030 the Welsh Government will have:

- Made “no more promises but have delivered, delivered, delivered!”
- Treated people differently by respecting their difference - not as a “monolith BAME community”
- Heard and acted on the voices of Gypsy, Roma and Traveller communities.
- Held itself and those it funds “publicly accountable for actions not yet delivered.”
- Ensured that all senior leaders have the right skills and understanding to introduce and support anti-racist work, including asking for compliance to non-discriminatory behaviours.
- Recognised that Black, Asian and Minority Ethnic are not responsible for, and should not carry, the emotional burden of racism.
- Complied with, and enforced others’ compliance to, the Equality Act 2010.
- Ensured that complaints or grievances are heard, the victim is not made to feel like the perpetrator, and there are stricter consequences for those who transgress.

By 2030 Public services and the third sector will have:

- Provided demonstrable leadership at all levels to meet their existing commitments to challenge systemic and institutional racism.
- Self-motivated to comply with Equality Act (2010).
- Changed the experience of education, job seeking and career progression for Black, and ethnic minority people, to bridge the “attainment gap” in education and the “reward gap” in employment.
- Provided equitable, culturally appropriate services, recognising intersectionality and differences among groups.
- Provided a safe and nurturing workplace for ethnic minority people to thrive and flourish.
- Collected the right data, established baselines from which to measure progress and used evidence to identify where action is needed.

By 2030 young, Black, Asian and Minority Ethnic people will see that together we will have:

- security that hate crime in the media, including social media, will no longer occur.
- seen the first Black, Asian and Minority Ethnic First Minister in place.
- a culture where we “call people out on racism” when we see it, and “are brave” and “have difficult conversations”.
- “visible and positive paths” to career progression.
- seen teachers and head teachers take our complaints of racism/hate crime seriously, by doing something about it and not blaming us for it.
- tackled institutional racism in pop culture and sport.
- seen that the stigma of disability in ethnic minority communities will have diminished.

By 2030 Black, Asian and Minority Ethnic people and others will have:

- “Relinquished the emotional labour of supporting racist behaviours and institutional racism”.
- recognised and ensured that all of our different lived experiences (protected groups, religions, languages, ethnicities etc.) “are heard and advocated for”.
- worked “collaboratively” and “without competing”; “speak with one voice.”
- “lost the anxiety of waking up to racism as a fact for myself and my children”, and of “carrying the emotional toil that triggers us daily”.
- “not have to march to get our rights and for our people to be treated as equals”.
- a “right to ask for” and “receive a culturally appropriate service”.
- a situation where people no longer get asked; “where do you come from” but are “accepted for their commitment to Wales and so seen as Welsh”.
- confidence that we are being recruited on merit, through processes that are transparent and open.

Section 5

Goals, actions, timelines and outcomes

In this section, we set out the key goals that the Plan will include, under a range of policy themes, followed by several cross-cutting themes. The specific actions and outcomes are too numerous to include in this summary. However they are set out in their entirety in the full consultation document (see Section 7 of this document, for more information). That document also makes clear the timetable for achieving the goals, what the outcomes will be, and how we will monitor the work as it develops.

Below we present only the high level Goals:

Goals for Health	Leadership & accountability: to ensure that NHS Wales is anti-racist, with zero tolerance of any form of discrimination or inequality for employees or service users.
	Workforce: to ensure that the NHS Wales workforce reflects the population it serves; and staff work in safe, inclusive environments that enables them to reach their full potential.
	Data & Intelligence: to ensure that health data in relation to race, ethnicity and intersectional disadvantage is actively collected, understood and used to drive and inform continued improvements in services.
	Access: to ensure public health messages to improve uptake and access to health services are developed through dialogue and in partnership; individuals are supported where necessary in order to access health care.
	Tackling health inequalities: To ensure disease and condition specific delivery plans and strategies include actions to address the evident health inequalities experienced by some Black, Asian and Minority Ethnic people.
Goals for Local Government	Legislation and guidance: the framework of local government legislation and guidance will drive local democracy to become fully representative of the population it serves.
	Community engagement: The framework will also enable people from all communities to feel comfortable engaging with local democracy, support them to become involved and have trust that their views will be considered and taken into account.
	Employment: Local government is an exemplar employer, all employment and human resources policies are anti-racist to create a safe and inclusive environment for Black Asian and Minority Ethnic people.

Goals for Education (including FE and HE)	To improve the experiences of Black, Asian and Minority Ethnic learners and teachers in schools by taking an inclusive and anti-racist approach to teaching and school experience.
	To improve the diversity of the teaching workforce and embed anti-racist professional learning.
	To improve understanding of diversity and racism in the wider education sector.
	To improve our evidence base and understanding of ethnicity profiles in the Further Education sector, and work to ensure that they are representative of the communities colleges serve.
	To offer a safe, positive and inclusive environment for all staff and students, in Further Education where racial harassment and discrimination is addressed.
	To ensure English for Speakers of Other Languages (ESOL) provision fully supports the needs of Black, Asian and Minority Ethnic communities.
	To ensure that the Credit and Qualifications Framework for Wales (CQFW) continues to support the principles of anti-racism, recognition of prior learning and facilitates the understanding and comparison of international qualifications.
	To ensure that higher education in Wales is a safe, positive and inclusive environment for all staff and students, where racial harassment and discrimination is promptly and effectively addressed.
	To ensure that anti-racist practice in all policies and procedures enables ethnic minority students can access, progress and succeed in higher education regardless of their racial background.
To ensure that ethnic minority staff are enabled and supported to access, succeed and progress in employment in higher education regardless of their racial background.	
Goals for Leadership and representation	The public sector workforce in Wales properly represents the population it serves.
	Senior leadership is representative and inclusive, as are all Boards of public bodies.
	People in public bodies in Wales are anti-racist, with zero tolerance of any form of discrimination or inequality (in the workplace, in the provision of services, etc.) and provide a safe and inclusive environment for ethnic minority people.
	Public bodies use their spending power to improve leadership and representation across the public, private and third sectors.
	Ethnic minority community leadership in Wales is supported by enabling the development of Black, Asian and Minority Ethnic community leaders in Wales, with the intention of creating a wider offer for community leaders from ethnic minority groups.

Goals for Income, Employment (including Entrepreneurship)	<p>Improve accessibility, relevance and performance data associated with programmes to deliver better outcomes for ethnic minority groups in relation to Welsh Government Skills Employability programmes.</p>
	<p>Supporting people from Black, Asian and Minority Ethnic communities through Community Employability Programmes.</p>
	<p>Employability programmes in Wales will offer a safe, positive, and inclusive environment for all staff and students, where racial harassment and discrimination is addressed.</p>
	<p>Ensure that the Credit and Qualifications Framework for Wales (CQFW) continues to support the principles of recognition of prior learning and facilitates the understanding and comparison of international qualifications.</p>
	<p>Support people from ethnic minority people undertaking Apprenticeships.</p>
	<p>Further Education programmes in Wales will offer a safe, positive and inclusive environment for all staff and students, where racial harassment and discrimination is addressed.</p>
	<p>Ensure ESOL provision supports the needs of Ethnic Minority Groups.</p>
	<p>Ensure that contracted Business Wales services are reflective of the population of Wales.</p>
	<p>Ensure that our services meet the needs of Black Asian and Minority Ethnic clients.</p>
	<p>Improve engagement with Black Asian and Minority Ethnic community.</p>
Goals for Fair work and social partnership	<p>Use our social partnership approach and structures to develop, agree and implement changes in organisational process, policies and procedures aimed at improving fair work outcomes for Black, Asian and Minority Ethnic workers.</p>
	<p>Improve workplace compliance with equality law and tackle workplace discrimination, bullying and harassment from recruitment practices and right through the career ladder.</p>
	<p>Support equality, diversity and inclusion and promote anti-racist workplace practices through implementing the fair work agenda.</p>

<p>Goals for Housing</p>	<p>Representation: to significantly increase representation of ethnic minority people in senior leadership and at all levels of the workforce within the Housing sector so that they reflect the diversity of the population in which they operate.</p> <p>Standards, provision and services: to ensure that housing and accommodation standards, provision and services advance race equality, embed anti-racism, equality and human rights, and meets the needs of different and diverse ethnic minority people</p> <p>Private rented sector: to ensure that private rented sector (PRS) housing and accommodation and service provision advances equality, embeds anti-racism and meets the needs of different and diverse ethnic minority people.</p> <p>Engagement and communication: to ensure accessible engagement with ethnic minority people across Wales to ensure that Welsh Government policies reflect the diversity of ethnic minority people's needs and priorities and that ethnic minority people have voice and influence in relation to housing and accommodation.</p> <p>Guidance: To recognise that safe, culturally appropriate accommodation is necessary in order for individuals to flourish in other parts of their lives and to address the lack of site provision and poor quality of Gypsy and Traveller accommodation in Wales.</p>
<p>Goals for Crime, justice, hateful attitudes and community cohesion</p>	<p>For Wales to be an anti-racist country which feels a safe place to live by eliminating hateful attitudes and supporting victims of racially motivated hate crime.</p> <p>Tackle racism through building cohesive and integrated communities.</p> <p>We pledge to work together with devolved and non-devolved partners to address the over representation of ethnic minority people in the criminal justice system, and the under-representation of Black, Asian and Minority Ethnic people working within it. Our collective aim is that everyone who comes into contact with the criminal justice system will receive equal treatment and equal outcomes, whatever their ethnicity'.</p> <p>We will ensure specialist support for ethnic minority people affected by Violence Against Women, Domestic Abuse and Sexual Violence is available across Wales.</p> <p>We will ensure members of ethnic minority communities access the advice they need to resolve social welfare problems.</p>

Goals for Social Care

Service users: Ensure that all Black, Asian and Minority Ethnic people feel confident in accessing and using social services and social care services whenever they are needed.

Service users: To ensure that all Black, Asian and Minority Ethnic people who access social care services are provided with the highest quality support that is accessible, dignified and culturally appropriate.

Workforce: ensure that all members of the social care workforce have the cultural competence to work effectively with people from diverse racial, ethnic and cultural backgrounds and ensure that this support is delivered with zero tolerance of racism and any other form of discrimination or inequality.

Workforce: ensure that Black, Asian and Minority Ethnic people experience no barriers in seeking a career or role within social care; that all Black, Asian and Minority Ethnic social care practitioners have access to the highest quality training throughout their career; and that all Black, Asian and Minority Ethnic social care practitioners are and feel safe within their workplace and have full confidence in the leadership of their organisation to operate a zero tolerance policy of anti-racism and any other form of discrimination or inequality.

Leadership: Ensure that leaders at all levels in social care model and champion anti-racism, diversity and inclusion and deliver an anti-racist social care sector for both people who are receiving care and support and for the social care workforce.

Accountability: embed accountability actions and behaviours across the social care sector, including robust governance structures and clear, measurable metrics, in order to determine the impact and effectiveness of the social care sector in delivering the actions set out in this plan.

Data and analysis: improve qualitative and quantitative data, research, evidence, analysis, intelligence and understanding to support and drive continued progress, including a significant increase in the lived experience data gathered from Black, Asian and Minority Ethnic people.

Goals for Culture, Arts, Heritage and Sport

Accountability: to hold public bodies we are responsible for accountable for the delivery of anti-racist measures and actions, as set out in this action plan.

Funding: to work with the public bodies we fund to use their spending powers to embed anti-racist practice, facilitate equality of access and outcomes, and maximise participation for ethnic minority people.

Celebrating Cultural diversity: to support all parts of the society in Wales to embrace and celebrates its diverse cultural heritage while understanding, and recognising the right to, freedom of cultural expression.

The Historical narrative: to work with public bodies to fully recognise their responsibility for setting the historic narrative, promoting and delivering a balanced, authentic and decolonised account of the past – one that recognises both historical injustices and the positive impact of ethnic minority communities.

Education and Learning: to identify and meet targets for Welsh Government and sponsored bodies to deliver learning, educational, interpretation and marketing materials that recognise and celebrate the rich and diverse cultural mix of our society, encourage widespread physical and intellectual engagement and promote anti-racist practice and principles throughout.

Goals for Welsh Language	Better understand the barriers and opportunities for ethnic minority people, and so remove barriers and increase access to the Welsh language by ethnic minority communities in the areas of education, language learning, the workplace and community activities for both children, young people and adults.
Goals for Environment	<p>To continue to create more local places for nature across Wales.</p> <p>To support wider participation by those from protected groups; in particular those from the Black, Asian and ethnic minority groups and disabled people.</p>
Cross-cutting goals	<p>Ensure that the way the Welsh Government communicates and engages is in keeping with lessons learnt, best practice, and as agreed through dialogue with Black Asian and Minority Ethnic peoples.</p> <p>Review and co-design better approaches to engagement and funding ethnic minority organisations.</p> <p>Identify current and future services so that victim's racism have proper recourse to their complaints.</p> <p>Significantly improve the process for undertaking impact assessment, so that ethnic minority people and their communities are satisfied that the approach makes a real difference in identifying the impact of any policy on different groups.</p> <p>Secure meaningful, robust and useable data on ethnicity, so as to: build trust from those providing it; secure the level of data needed for decision making; value lived experiences as much as quantitative data and is not a continuous demand; ensure data is used appropriately to inform policy making, reviews and re-designs.</p> <p>Reflect the additional and often unrecognised efforts by volunteers from minority groups.</p>

Section 6

Terminology, and links to main and other documents

Terminology: The terminology used to describe a very diverse group of people that often share little in common other than the discrimination they encounter is often contentious. There were several debates on the terminology that should be used in this Plan, and different views on what the most appropriate terminology should be. However, there was agreement that the acronym 'BAME' should not be used. So the Welsh Government has decided to discontinue the use of 'BAME' but to retain the use of 'Black, Asian and Minority Ethnic' in its communications, or when shortened, to use 'ethnic minority' groups.

Other terms used in this Plan such as '*Intersectionality*', '*Diversity*', '*Inclusion*', '*Positive action*', '*Positive discrimination*' and '*Protected characteristic*' are clarified in the full version of this consultation document.

Links to other documents: this document is a summary of the main Consultation paper for the Race equality Action Plan. The full document, and other documents referred to in this this summary, can be found at <https://gov.wales/race-equality-action-plan-anti-racist-wales>.

Section 7

Next steps... and how to respond to the consultation

The draft Plan will be modified in response to this consultation. Officials will then seek approval of the final Plan from the new Welsh Government, to be formed after the forthcoming elections for the Senedd. The new Government will aim to publish the finalised plan in September 2021.

We ask that you give us clear feedback on the Plan as drafted, especially on whether we have the balance right, and if there are any key omissions.

Consultation: <https://gov.wales/consultation-race-equality-action-plan-anti-racist-wales-html>

Submit your comments by 17 June 2021, in any of the following ways:

- » complete our [online form](#)
- » download, complete our [response form](#) and email: **RaceEqualityActionPlanconsultation@gov.wales**
- » download, complete our [response form](#) and post to:
**The Equality Team
Welsh Government
Cathays Park
Cardiff
CF10 3NQ**