**Consultation Response Form**

Your name:

Organisation (if applicable):

Email / telephone number:

Address:

**Consultation questions**

The Action Plan has three distinct areas we would like you to give us your thoughts on. They include the vision setting pages, the policy themes with their goals and actions and the governance section. :

# You may want to comment on one or all of these areas. Below are some questions that may guide your responses:

1. Does the vision, purpose, values and the imagined future to 2030 reflect what you would like to see achieved by 2030? What may get in the way to realise the vision and values? What may help to realise the vision and values?

2. We would like your views on the goals and actions. To comment on some or all of the goals, actions and outcomes please reflect on the below:

(a) Does the explanation (narrative / background) make clear why we have chosen the goals and actions in this policy area?

(b) Is it missing any priorities, background or other information?

(c) Do you agree with the selected goals and actions? What would you add or take away in relation the actions?

(d) Will each goal and associated actions create the desired outcomes we have stated? If not, what would you want to change so that we achieve changes that are truly anti-racist in the time scales stated?

(e) How could the positive or negative effect be increased, or mitigated?

* + Education:
  + Hateful crime and justice:
  + Housing and accommodation:
  + Employment and income:
  + Health:
  + Social Care:
  + Leadership and representation:
  + Arts, Culture, Sports and Heritage:
  + Environment:
  + Welsh Language:

• Local democracy:

• Cross-cutting issues:

3. Are there any goals and actions that you can think of that are missing? Who should deliver on them and what actions would help to deliver them?

4. What are the key challenges that could stop the goals and actions achieving anti-racism by 2025?

5. What resources (this could include funding, staff time, training, access to support or advocacy services among other things) do you think will be necessary in achieving the goals and actions outlined?

6. Do you feel the Race Equality Action Plan adequately covers the intersection of race with other protected characteristics, such as religion or belief, disability, age, sexual orientation, gender reassignment, sex, and marriage and civil partnership? If not, how can we improve this?

7. Please see the section on Governance. What suggestions can you provide for measuring success in creating an anti-racist Wales and for strengthening the accountability for implementation?

8. We would like to know your views on the effects that these proposals would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English.

What effects do you think there would be?  How could positive effects be increased, or negative effects be mitigated?

1. Please also explain how you believe the proposed draft regulations or the proposal in respect of the revised trading order could be formulated or changed so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language, and no adverse effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.
2. This plan has been developed in co-construction, and discussions around language and identity have shown that many people do not consider the term ‘BAME’ to be appropriate.  As a result we refer to Black, Asian and Minority Ethnic people or particular ethnic minority people in the Plan.  However, we recognise that this term is also problematic and, where possible, being more specific to the particular race or ethnicity an individual or community identifies with is generally preferred.  However, there are times where it is necessary to make reference to all those people who share the experience of being subject to racism.  We have used the term Black, Asian and Minority Ethnic people for this purpose. What are your views on this term and is there an alternative you would prefer? Welsh speakers may wish to consider suitable terminology in both languages.
3. We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them:

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| Responses to consultations are likely to be made public, on the internet or in a report.  If you would prefer your response to remain anonymous, please tick here: |