

An Anti-Racist Wales: Race Equality Action Plan for Wales



**Cymru
Wrth-hiliol**

**An Anti-Racist
Wales**

A CONSULTATION FOR YOUNG PEOPLE

We want
everyone in
Wales to be **treated fairly**
and have
an **equal chance** in life . . .

We want your help

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We want everyone in Wales to be treated fairly and have an equal chance in life.

Dealing with racism is more important than ever.

Our vision is of a Wales that is proudly anti-racist. Where everyone is treated as an equal citizen.

Racism is when people are treated badly or unfairly because of their race. It is when words or actions are used to discriminate against people because of the colour of their skin, language, religion or culture.

We want the rights of Black, Asian and Minority Ethnic people to be respected.

Minority Ethnic or ethnic minority people are people who live in places where most of the other people are a different race. And usually in smaller numbers. It includes some Gypsy, Roma and Traveller people.

Welsh Government working with lots of groups and organisations have developed a plan on how to create a Wales which is anti-racist.

Anti-racism is about action to make sure people are treated fairly, It means taking a close look at our plans, rules and policies to check they are fair for ethnic minorities and will have benefits for everyone.

We hope you're on board too, and we'd like you to tell us if we're on the right track.

For change to happen successfully, there is a sequence of events to follow. We need to:

- Know why something needs changing
- Understand where we want to get to (what the outcome should be)
- Agree what changes will take us there
- Decide how best to make those changes happen

All of this requires listening and talking and coming together to agree on the best way forward

And you are part of the process!

Why changes need to be made

Ethnic minority people in Wales experience a lot of racism, and are often treated unfairly and don't always enjoy the benefits others do. When we have spoken to ethnic minority people they have said change needs to happen.

There are lots of ways in which people can be racist.

For example through their: • Behaviour • Attitude • Ignorance

Things like these can mean people are not treated equally or fairly and can't do anything about it. This can mean ethnic minority people are treated as outsiders, or as less important than white people.

There have also been concerns that not enough is being done to deal with racism by the Welsh Government.

White privilege

Sometimes people don't realise that ethnic minority people are treated differently.

They don't realise that life can often be easier when you are white. Even if a white person has lots of challenges, their race does not make things harder. This is known as white privilege. We believe that doing things differently for ethnic minorities will make things fairer and better for everyone.

This is where you come in.

We want your views on racism and the plan that's been developed.

The Race Equality Action Plan for Wales is over 50,000 words! We've pulled together something a bit shorter for you to read and the questions in the boxes are things we'd really like to hear from you about.

If you want to look at the plan, here it is: [An Anti-Racist Wales: The Race Equality Action Plan for Wales](#). It is also available in summary and easy read versions.

Q1 A: What problems do you think we might have making Wales anti-racist?

B: Have you ever seen or experienced racism or a person being treated unfairly?

Our plan

How the plan has been made

Jane Hutt is the Minister in the Senedd in charge of Equality for the Welsh Government. She asked for an ambitious and radical Race Equality Action Plan to be made.

She asked a professor from Cardiff University, called Professor Emmanuel Ogbonna and Dame Shan Morgan, who is in charge of the people who work for Welsh Government, to lead a group about this.

They have put together lots of ideas from communities and organisations to help with this work.

We now want to get your views and if these ideas can be improved.

The Senedd (Welsh Parliament) is made up of 60 elected Members that represents the interests of Wales and its people. It makes laws for Wales on certain things, agrees Welsh taxes and how it should be spent and keeps an eye on what ministers are doing.

What we want the future to look like

Vision: A Wales that is Anti-racist by 2030

- We want to work together, as white and ethnic minority people, to jointly make a different and better Wales
- We want a shared understanding, and agreed actions for tackling racism
- We want to celebrate differences and similarities among minority ethnic communities where we are united and not divided by our differences.

Q2 Do you agree with our vision for Wales to be anti-racist by 2030?

Looking to the future - what will 2030 look like?

To make sure we're all in agreement, this is a list of things we want to see happen **to reduce racism by the year 2030**

- Real changes, not just promises
- Respect people's differences
- Listen to and taken action with what some ethnic minority groups, including Gypsies, Roma and Travellers, and ethnic minority women have said.

Gypsies, Roma and Travellers can come from different backgrounds, other countries or cultures. Some live in houses, some on special sites and some move from place to place.

- Make micro-aggression a thing of the past

Micro aggression means saying or doing something that is racist in a casual way for example complimenting Black, Asian or Minority Ethnic students on their use of "good English".

- Be confident to challenge things by asking questions and not avoid discussing racism for fear of saying the wrong thing.
- Check we have done what we said we would, and made sure other organisations are given money by government to have done what they promised.
- Make sure all senior leaders have the right training about anti-racism.
- Have a balance of different people from different backgrounds because of fair ways of employing staff.
- Listen to people's real experiences and work together to stop the problem.
- Recognise that Black, Asian and Minority Ethnic people are not responsible for dealing with racism.
- Made sure the law of the Equality Act 2010 and other equality laws are followed.

The Equality Act 2010 is law that says there should be no discrimination – that everyone should be treated equally. There are nine groups of 'protected characteristics' in the Equality Act 2010. These are:

Age	Religion or belief	Gender
Marriage and civil partnership	Sexual orientation	Race
Pregnancy and maternity	Disability	Sex

We all belong to more than one of these groups, For example, we all have an age and have a particular race.

- Made sure complaints and problems are dealt with properly and people are heard.

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

- Stopped hate crime in the media, including social media

Hate crime is being harassed or attacked because people think you are different.

- Seen the first Black, Asian or Minority Ethnic First Minister in place
- Notice that racism is called out
- It is clear how ethnic minority people can develop in their career
- Seen teachers dealing properly with complaints about racism and hate crime, and taken them seriously.
- Dealt with racism in sport and the media

By 2030 Black, Asian and Minority Ethnic adults will:

- No longer have to put up with racism in society.
- See that all of our ways of life are heard and stood up for.
- No longer be anxious about racism.
- No longer have to go on marches to get voices heard.
- Receive the right services for people's needs.
- Be seen as Welsh, not asked "Where do you come from?"
- Know they are being recruited for their skills.

Q3 What else would you like to see happen to reduce racism by 2030?
What else would help to make Wales anti-racist? Tell us in the box below.

What changes will make it work? - Our main goals

To make the vision happen, we've created 13 different areas to focus on, here we've picked out the key areas we think you'd want to share your ideas.

Goals for Education

Information we've collected tell us that learners do experience racism and inequality in schools and further education. This is one of the main things the new Curriculum for Wales will look at.

These goals will cover areas like:

- To improve the experience of Black, Asian or Minority Ethnic learners and teachers in school by taking an inclusive and anti-racist approach.
- Improve the diversity of teacher workforce

Diversity means understanding everyone is unique. These differences can include race, gender, ethnicity, religion or culture.

- Teach about anti-racism, and diversity in the classroom.
- Better response to bullying because of race, culture or religion. Ensure learners are supported if they experience racism to make sure they don't miss out on school and achieve their full potential.
- Provide more opportunities for Black, Asian or Minority Ethnic learners to access Welsh medium education
- Make sure the new Curriculum for Wales encourages understanding of diversity and the need to challenge racist behaviours.

Q4 Do you agree with our Education goals?
Can you think of any other goals? Tell us in the box below.

Goals for Sport, Culture and the Arts

It's important we all have an opportunity to relax, play and take part in a wide range of sport, cultural and artistic activities. It forms an important part of health and wellbeing.

These goals will cover areas like:

- Make sure public bodies follow our plans for reaching ethnic minority groups.
- Celebrate all our differences in Wales
- Be honest about our history.
- Make it easier to participate in sport and culture activities, especially for groups that have found it hard to access in past.
- Stamp out racism in sports, including local sports.

Q5 Do you agree with our Sport, Culture and the Arts goals?
Can you think of any other goals? Tell us in the box below.

Making Welsh and English language equal

The Welsh language is an important part of Wales. The Welsh Government wants to see more people use Welsh in every part of their life set a target to reach a million Welsh speakers by 2050.

These goals will cover areas like:

- Encourage more ethnic minority young people to learn Welsh. Support them to improve Welsh skills.
- More cultural & Welsh language events to encourage using the language.
- Research about Welsh language speakers in minority ethnic communities.

Q6 What else could we do to make sure the Welsh language is valued as much as English?
Can you think of any other goals? Tell us in the box below.

Here are some of our other areas of Welsh government work and what we'd like to see change:

Goals for Health

These cover areas like:

- Making sure the NHS is anti-racist
- Staff are treated equally and fairly
- The public get equal health care that meets their needs.

Goals for Housing

These cover areas like:

- To make sure housing meets different people's needs.
- Social housing and new housing meets needs of ethnic minority families and also multi-generational families.
- To make sure there are more leaders working in housing from ethnic minority groups.
- To make sure housing services are anti-racist and treat people fairly and equally.
- Make sure there are enough Gypsy and Traveller sites in Wales.

Goals for crime, justice and fairness

These cover areas like:

- For Wales to be an anti-racist country.
- Support victims of racist incidents and hate crime
- To support communities to work so there is less tension between groups.
- To make sure people treated by the criminal justice system are treated fairly and equally, no matter where they are from.
- For more people from Black, Asian and Minority Ethnic groups to work in criminal justice.
- To make sure the right support is available for ethnic minority women in particular, experiencing violence.



Goals for Environment

These cover areas like:

- Create more local places for nature across Wales
- Make it easier for everyone to visit and have access to nature spaces, in particular those from the Black, Asian and ethnic minority groups and disabled people.

Some of our other goals

- To communicate well with people from all backgrounds.
- Find the best ways to work with and fund minority ethnic organisations.
- Collect information that is useful and helpful about ethnic minority groups.

Q7 Can you think of any other goals? Tell us in the box below.

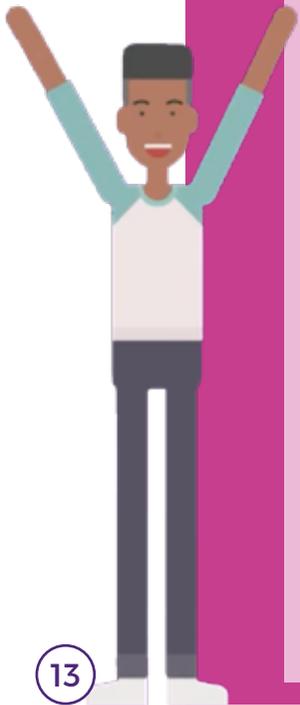


Do we need to change the words we use?

In this document we use the term Black, Asian and Minority Ethnic to describe people who are most likely to experience racism, but that is the only common thing they share.

Sometimes this term is shortened to BAME, but it's agreed we don't use this shortened version in the plan.

Q8 Do you think there is another way to describe the groups of people who are most likely to experience racism?



We hope that you now have a better understanding of what **An Anti-Racist Wales: Race Equality Action Plan for Wales** is all about and we're really keen to hear your views and ideas.

Please get involved

Send us your individual thoughts or get together in a group with classmates and friends to have a discussion.

You can provide a reply by answering the questions by typing in the boxes of this pdf document and send to the email address below or by post.

Responses to this consultation should be e-mailed/posted to the address below to arrive **by 15 July 2021** at the latest.

E-mail:

RaceEqualityActionPlanconsultation@gov.wales

Post:

**The Equality Team
Welsh Government
Cathays Park
Cardiff
CF10 3NQ**



Looking after information about you. General Data Protection Regulation (GDPR)

The Welsh Government will be in control of any information you give us while getting involved with the consultation. Welsh Ministers will use their powers to decide how they take your information and use it to do their job.

Welsh Government staff will see how you respond to any of the questions in the consultation. If the Welsh Government looks at the consultation deeper it may ask other organisations to use the information, but if Welsh Government does this, we will make sure that these organisations keep your information safe.

To show that the consultation was run properly, the Welsh Government will write a report showing some of what people said.

Normally, the name and address (or part of the address) of the person who sent the response are shown with the response. If you do not want your name or address shown, please tell us this in writing when you send your response. We will then make sure your details are not included before it is published.

You should also know that people can ask for information from us (Freedom of Information legislation).

If your details are published as part of the consultation response, then these published reports will be kept for an unlimited amount of time.

Any of your data held otherwise by Welsh Government will be kept for no more than three years.

Your rights

Under the data protection law, you have the right:

- to be told about any personal data we hold about you and to access it
- to make correct any wrong information in that data
- to (in certain situations) say you don't want us to use all or some of your personal data
- for (in certain situations) your data to be deleted
- to (in certain situations) have data moved
- to make a complaint with the Information Commissioner's Office (ICO).

For further details about the information the Welsh Government holds on you and its use, or if you want to exercise your rights under the GDPR, get in touch with:

For further details about the information the Welsh Government holds and its use, or if you want to exercise your rights under the GDPR, please see contact details below:

Data Protection Officer:

Welsh Government

Cathays Park

Cardiff

CF10 3NQ

e-mail:

Data.ProtectionOfficer@gov.wales

The contact details for the Information Commissioner's Office are:

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Tel: 01625 545 745 or 0303 123 1113

Website: <https://ico.org.uk/>



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