**Easy Read**



**Race Equality Action Plan**

**A plan to make Wales Anti-Racist by 2030**

Tell us what you think

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This document was written by **Welsh Government**. It is an easy read version of **‘Race Equality Action Plan Consultation. An Anti-Racist Wales’.**

**March 2021**

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| **How to use this document** | | |
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|  | This is an easy read document. But you may still need support to read it. Ask someone you know to help you. | |
|  | Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **pages 24** and **25**. | |
|  | Where the document says **we**, this means **Welsh Government**. For more information contact:  The Equality Team  Welsh Government  Cathays Park  Cardiff | |
|  | This document was made into easy read by **Easy Read Wales** using **Photosymbols**. To tell us what you think about this document, [click here](https://forms.office.com/Pages/ResponsePage.aspx?id=aZ9W9jTWYEixHoHk1luPyZw1J1OAxGpFrRmNL9CCXxRUNzZQM1ZQUENKWFNURlVaWEE3VzM4UUhJSi4u). | |
| **Introduction** | | | | |
| A picture containing cabinet, television, indoor, wooden  Description automatically generated | | | There have been lots of news reports about **racism** against Black, Asian and **Ethnic Minority** people in Wales and around the world. | |
| A picture containing person, standing, posing  Description automatically generated | | | **Racism** means nasty or unfair treatment of someone because of where they come from, their language, history, skin colour, religion or culture. | |
| A group of people posing for a photo  Description automatically generated with medium confidence | | | **Ethnic Minority** people are people who live in places where most of the other people are a different race and usually in smaller numbers. | |
|  | | | We think it is time to take serious action to end **racism** in Wales. | |
|  | | | We are working on a **Race Equality Action Plan** to change the lives of Black, Asian and **Ethnic Minority** people in Wales. We will call this group **Ethnic Minority** for short. | |
|  | | | This document is about the **Race Equality Action Plan.** What it is and what you think about it. | |

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| **Our vision for Wales** | |
|  | Our vision is for Wales to be **anti-racist** by 2025.  **Anti-racist** means we are against racism, we do not let it happen, and take steps to make sure that people from **ethnic minority** groups are treated fairly and with respect. |
|  | We believe **everyone** in Wales should be respected, treated fairly and have equal life chances. |
| A group of people sitting in chairs  Description automatically generated | We have held workshops and discussions to help us understand what we need to do make this happen. |
| A person holding a microphone  Description automatically generated with medium confidence | We have also listened to people from **ethnic minority** groups who told us about their experiences of **racism**. |

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|  | We have used the information people have given us to plan:   * our goals * actions we think we need to take * the **outcomes** of our actions that we want to see.   **Outcomes** are the differences our actions will make. |
|  | We have made a list of **priority** areas to work on.  A **priority** is something that is most important and needs to be worked on first. |
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|  | **Our Priority areas** |
|  | **We will focus on:** |
|  | * Education |
|  | * Employment and wages |
|  | * Leadership and **representation.**   **Representation** is when someone speaks up on behalf of others and makes decisions about them. |
| A picture containing text, person, person  Description automatically generated | * Health |
|  | * Social Care |
| A group of people posing for a photo  Description automatically generatedA picture containing person, people, crowd  Description automatically generated | * **Hate crime** and **justice**   **Hate crime** is being harassed or attacked because people think you are different. For example, because you are disabled, have different religion, or different skin colour.  **Justice** is fair treatment for people. |
|  | * Housing and accommodation |
| A person sitting in a chair  Description automatically generated with medium confidence | * Arts, culture, Sports and **Heritage**   **Heritage** – Parts of a culture that are important to a particular group. For example: festivals, language and customs. |
|  | * **Local Democracy**   **Local Democracy** – Groups and organisations that make decisions in your local area. |
|  | * Environment |
|  | * Welsh Language |
|  | We will also focus on issues that are found in all the above **priorities**, like:   * the need to have good communication * the need to make sure we collect data to say why we want to change things * the need to fund and look after people who may have experiences of racism.   These are sometimes called **cross-cutting issues**. |

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| **What you think about the Race Equality Action Plan** | |
|  | We are asking people what they think about the plan so far. |
|  | We might use your suggestions to change the plan. |
| Shape  Description automatically generated | We want to share the final plan in Autumn 2021. |
|  | We have some questions for you to think about on **pages 14 to 23**. |
| Text  Description automatically generated  A picture containing text, television, electronics, screen  Description automatically generatedDiagram, text  Description automatically generated | You can tell us what you think in the best way for you. For example you can:   * Write to us * Send us a video * Use the language you prefer. |
| Graphical user interface, text, application  Description automatically generated | You can answer the questions you want to. You don’t have to answer them all. You can just answer questions on the **priority** area you are interested in if you want. |
|  | **How to send the form** |
|  | You can tell us what you think by filling out the form and posting it to:  **Address:**  The Equality Team  Welsh Government  Cathays Park  Cardiff |
|  | **Or email:** [RaceEqualityActionPlanconsultation@gov.wales](mailto:RaceEqualityActionPlanconsultation@gov.wales) |

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| **How we will use the information you** **give us** | | |
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|  | | We will be looking at your answers to think about any changes to our plan to make Wales **anti-racist**. |
|  | | Sometimes we ask other organisations to help us make decisions. They may also see the answers that people give. |
|  | | We will make sure we follow the law when we use your information. |
|  | | We will write a report about what people said. |
|  | | We might write some people’s answers in full, with their names and addresses in the report or on the internet. |
|  | | When you send us your answers, please tell us if you do **not** want us to write your name and address in the report or on the internet. |
|  | | The **data protection laws** give you the right to:   * know what information we have about you and how you can see it * make us change any mistakes in the information about you * ask us not to use the information in some cases * ask us to delete the information we have about you in some cases * move the information about you somewhere else in some cases * complain to the Information Commissioner’s Office. |
|  | | If you would like to know more about how your information is kept and used please contact us at: |
|  | | Data Protection Officer  Welsh Government  Cathays Park  Cardiff  CF10 3NQ |
|  | | **E-mail**: [Data.ProtectionOfficer@gov.wales](mailto:Data.ProtectionOfficer@gov.wales) |
|  | | You can also contact the **Information Commissioner’s Office**:  **Address:**  Wycliffe House  Water Lane  Wilmslow  Cheshire  SK9 5AF |
|  | | **Tel:** 01625 545745 **or** 0303 123 1113 |
|  | | **Website:** <https://ico.org.uk> |

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| **Questions** |

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| **A picture containing person, player, posing  Description automatically generated** | 1. **Do you agree with our vision for Wales to be anti-racist by 2030?** |

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| Yes |  | No |  | Not sure |  |

**Is there anything else you would like to say about this?**

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| **A picture containing person, person  Description automatically generated** | 1. **What problems do you think we might have making Wales anti-racist? Tell us in the box below.** |
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| **A picture containing text, sign, person, standing  Description automatically generated** | 1. **What else would help to make Wales anti-racist? Tell us in the box below.** |
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| **A picture containing text, person, posing  Description automatically generated** | 1. **Have we clearly explained the goals and actions for our plan?** |

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| Yes |  | No |  | Not sure |  |

**Is there anything else you would like to say about this?**

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|  | 1. **Do you agree with our goals?** |

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| Yes |  | No |  | Not sure |  |

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|  | 1. **Can you think of any other goals? Tell us in the box below.** |
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|  | 1. **Do you think our goals and actions will help to make Wales anti-racist?** |

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| Yes |  | No |  | Not sure |  |

**Is there anything else you would like to say about this?**

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|  | 1. **Do you agree with the priority areas?** |

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| Yes |  | No |  | Not sure |  |

**Is there anything else you would like to say about this?**

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| **A person holding a light bulb  Description automatically generated with medium confidence** | 1. **Have you thought of any other priority areas?** |

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| Yes |  | No |  | Not sure |  |

**Is there anything else you would like to say about this?**

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|  | 1. **What resources do you think we might need to make Wales anti-racist? For example: Money, training, staff?** |
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| **Text  Description automatically generated** | 1. **Do you think our plan respects other differences Black, Asian and Minority Ethnic people might have? For example: Age, sexuality, disability?** |

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| Yes |  | No |  | Not sure |  |

**Is there anything else you would like to say about this?**

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|  | 1. **How will we know if Wales is anti-racist in 2025?** |
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|  | 1. **What changes do you think we will be able to see?** |
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|  | 1. **Do you think the Race Equality Action Plan will support people who speak Welsh?** |

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| Yes |  | No |  | Not sure |  |

**Is there anything else you would like to say about this?**

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|  | 1. **What else could we do to make sure the Welsh language is valued as much as English? We have this as one of the priority areas.** |
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| **In this document we use the term Black, Asian and Minority Ethnic to describe people who are most likely to experience racism. Some people do not like this term.** | |
|  | 1. **Do you think there is another way to describe the groups of people who are most likely to experience racism?** |

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| Yes |  | No |  | Not sure |  |

**Is there anything else you would like to say about this?**

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|  | 1. **Is there anything else you would like to say about making Wales anti-racist?** |
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**Thank you.**

# **Hard words**

**Anti-racist**

Anti-racist mean we are against racism, we do not let it happen, and take steps to make sure that people from ethnic minority groups are treated fairly and with respect.

**Ethnic Minority**

Ethnic Minority people are people who live in places where most of the other people are a different race and usually in smaller numbers.

**Hate crime**

Hate crime is being harassed or attacked because people think you are different. For example, because you are disabled, have different religion, or different skin colour.

**Heritage**

Parts of a culture that are important to a particular group. For example: festivals, language and customs.

**Justice**

Justice is fair treatment for people.

**Local Democracy**

Groups and organisations that make decisions in your local area.

**Outcomes**

Outcomes are the differences our actions will make.

**Priority**

A priority is something that is most important and needs to be worked on first.

**Racism**

Racism means nasty or unfair treatment of someone because of where they come from, their language, history, skin colour, religion or culture.

**Representation**

Representation is when someone speaks up on behalf of others and makes decisions about them.