



Race Equality Action Plan for Wales

What we want to do



This document was written by Welsh Government. It is an easy read version of 'A Race Equality Action Plan for Wales: **SUMMARY (for consultation)**'

March 2021

How to use this document



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 all the words in blue mean on **page 21**.



Where the document says **we**, this means **Welsh Government**. For more information contact:



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1. Message from Mark Drakeford and Jane Hutt



Dealing with **racism** is more important than ever.

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



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

We want the rights of Black, Asian and **Minority Ethnic** (in short **ethnic minority**) 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.

We'd like to thank everyone who has got involved in this plan so far. But we need your views too.



Mark Drakeford, First Minister



Jane Hutt, Minister for Equalities

2. 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 face barriers they can't do anything about.



And can mean **ethnic minority** people are treated as outsiders. Or as less important than white people.





Anti-racism

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.

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.



Llywodraeth Cymru
Welsh Government

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

3. How the plan has been made



Jane Hutt is in charge of **Equality** for the Welsh Government.



She asked for a **Race Equality Action Plan** to be made.



She asked a professor from Cardiff University, called **Professor Emmanuel Ogbonna** and **Dame Shan Morgan**, from Welsh Government, to run a group about this.



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



We now want to get other people's views.

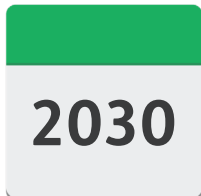


We also need to look at other issues people from **ethnic minorities** can face. For example, because they are also disabled and so face even more problems.



4. What we want the future to look like

We would like your views on how all these ideas can be improved.



If we work together to reduce **racism** by the year 2030 these things will have happened:



- Real changes, not just promises



- Respect people's differences



- Listened and acted upon 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.



- Check we have done what we said we would. And other organisations we have given money to.



- Make sure all senior leaders have the right training about **anti-racism**.



- Recognise that Black, Asian and Minority Ethnic people are not responsible for dealing with **racism**.



- Made sure the law **Equality Act 2010** is followed.



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



By 2030 public services and charities and voluntary organisations will have:



- Shown strong leadership in dealing with racism



- Follow the **Equality Act 2010**



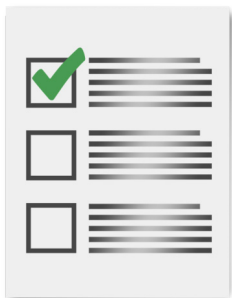
- Help make sure Black, Asian and **Minority Ethnic** people are treated fairly in education and employment and other services.



- Provide services that recognise different needs. For example, for **ethnic minority** and disabled people.



- Provide a safe and supportive workplace where **ethnic minority** people can do well.



- Check the work carried out.



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



- Stopped **hate crime** in the 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.



- We work together.



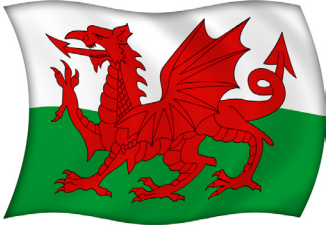
- No longer be anxious about **racism**.



- No longer have to go on marches to get voices heard.



- Receive the right services for people's needs.



- People are seen as Welsh. Not asked where they are from



- Know they are being recruited for their skills.

5. Our main goals



Here are some of our main goals in areas of Welsh government work:

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 local government

These cover areas like:



- Making sure people feel that they can get involved.



- Local authorities have good **anti-racist** policies for staff.

Goals for leadership

These cover areas like:



- People who work in public services represent different groups in society.



- Public services are **anti-racist** and work hard to make sure people are treated equally.



- Make sure there are more Black, Asian and **Minority Ethnic** community leaders in Wales.

Goals for income and employment

These cover areas like:

- Make sure employment programmes are more **accessible**.



Accessible means something can be used by lots of people, whatever their needs are.



- Employment and education programmes are safe and fair. People are treated equally.



- Issues with **racism** are dealt with.



- Ensure services meet the needs of people who are Black, Asian or **Minority Ethnic**.



- Support more people from these groups to be involved.

Goals for housing

These cover areas like:



- 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.



- To make sure housing meets different people's needs.
- 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.



- 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 social care



These will cover areas like:

- Make sure all Black, Asian and Minority **Ethnic people** feel confident about using social services.



- Make sure staff in social care have the right skills to work with people from different groups.



- Make sure people from Black, Asian and **Minority Ethnic** groups can work in social care fairly and equally.



- Make sure the social care sector is checked to ensure it is **anti-racist**.

Goals for culture, arts and sport



These will cover areas like:

- To make sure public bodies follow our plans for reaching **ethnic minority** groups.



- To celebrate all our differences in Wales.



- To be honest about our history.

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.

What happens next?



We want to know what you think, in order to complete this plan.



We aim for the final plan to be published in **September 2021**.



We would like to know what you think by **June 17th 2021**.

Hard words

Accessible

This means something can be used by lots of people, whatever their needs are.

Anti-racism

This is about taking 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 everyone.

Gypsy, Roma and Traveller communities

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

Hate crime

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

Minority Ethnic or Ethnic Minority

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.

Racism

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

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.

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