

# Anti-racist Wales External Accountability Group Member appointment: Diversity Representatives

## 1. BACKGROUND

We are looking for eight representatives from Black, Asian and Minority Ethnic communities, who are living and working in Wales to join the Welsh Government's Anti-racist Wales, External Accountability Group (Accountability Group) as Diversity Representatives.

The Diversity Representatives from across Wales will support us in delivering our Anti-racist Wales Action Plan – (<https://gov.wales/anti-racist-wales-action-plan> / <https://llyw.cymru/cynllun-gweithredu-cymru-wrth-hiliol>)

The successful candidates will have personal / direct experience of racism and experience of working to resolve the challenges facing Black, Asian and Minority Ethnic (ethnic minority ) people in Wales. This may, for example, include working directly with the diversity within the ethnic minority communities, representing community concerns on different public or private forums, convening different groups to voice their concerns, providing direct services, acting as activists, advocates or representatives of individuals, enabling and empowering different groups, to name just a few.

Critically, they will be able to bring their and their community's lived experiences to help implement the Plan and providing both challenge but also support so that the purpose of the work – to create tangible changes to the lives of ethnic minority people, as stated in the Plan, is realised.

They will also have an understanding of the different approaches to tackling racism and the merits of an anti-racist approach.

The appointment will be for up to two years and will be made in an open and transparent way.

As the community informed / lived experience voice on the Accountability Group, together with other members of the Group including race experts and representatives from the public sector, they will help drive and advise on our work by participating in our governance arrangements for this Plan. In addition, they may provide additional advice for policy makers within the Welsh Government, when required, by mutual consent.

Attached at Annex A and Annex B are the governance arrangements and the remits of the two groups for implementing this work. A full explanation of how the governance arrangements will work and what actions they will help focus on are in the detailed Plan, pages 19-22. (<https://gov.wales/anti-racist-wales-action-plan>)

In summary, the Accountability Group is set up to advise, support, co-design with, and challenge the Welsh Government and wider public services to ensure effective and timely delivery of the Plan and its vision and purpose for an anti-racist Wales. Its membership will include seven anti-racism experts whose appointments are currently in progress and eight Diversity Representatives – who will be appointed through this process. There will also be representation from other key organisations such as Welsh Government, Wales TUC, Welsh Local Government Association, Wales Council for Voluntary Action, and others.

To support and enable the Accountability Group we also have the resources of the Welsh Government's Equalities Evidence Unit and in particular the Race Disparity Evidence Unit (see their aims and objectives in Annex C).

In selecting the eight Diversity Representatives we will seek to reflect membership from different protected groups from ethnic minority communities across the whole of Wales. This will include representation of:

- Women
- LGBTQ+ people
- Disabled people
- Young people
- Older people
- Refugees and Asylum Seekers
- Gypsy, Roma, Traveller communities
- Faith groups
- Representation from across Wales

As a group, the Diversity Representatives will be varied in their backgrounds and experience.

## 2. PERSON SPECIFICATION AND RESPONSIBILITIES

**Person Specification: The lived experience and understanding you will bring to the Group will include:**

1. Bring your lived experience as a Black, Asian Minority Ethnic (ethnic minority) person and apply that personal / direct experience and understanding of the impact of racism on ethnic minority communities;
2. Bring the voices and lived experiences of communities you have worked with to both create solutions and influence change in services;
3. Bring your experience of working with different ethnic minority groups, for example working directly with ethnic minority communities, representing community concerns on different public or private forums, convening different groups to voice their concerns, providing direct services, acting as activists, advocates or representatives of individuals, enabling and empowering different groups;

4. Bring an understanding of different approaches to tackling racism and the merits of an anti-racist approach;
5. Bring strong interpersonal and communication skills to offer constructive conversations and to share your knowledge and understanding of how institutional and systemic racism impacts on the lives of different ethnic minority groups;
6. Bring experience and commitment to the values of the Plan – of always having lived experiences at the heart of decision making, working in a transparent and open way and adopting a right-based approach;
7. Bring examples of what changes are needed to improve the unequal impacts on ethnic minority communities. We don't need you to be a policy expert but to seek a curious conversation about how it may help make change;
8. Bring examples of how you have worked reflecting the diversity of experiences among ethnic minority people, for example working with ethnic minority women, disabled people, LGBTQ+, elder or young, of different faith groups, refugees or migrants, living in rural or urban areas etc.

**Responsibilities: The Diversity Representative will have the following responsibilities as a member of the External Accountability Group:**

- To play an active, constructive role, as a team member, of the Accountability Group and to support the Welsh Government in delivering the remit of the Accountability Group;
- To ensure the lived experiences and needs of diversity of ethnic minority people are central to the work of the Group;
- Provide ideas and suggestions on anti-racist practice in different contexts relevant to the implementation of the Plan;
- Provide challenge with support, and ensure that the lived experiences of ethnic minority people are always informing progress and working from a rights based approach;
- Work collaboratively and, when needed, co-design with the Accountability Group members to offer support, identify key new policies needed and supporting of them;
- To advise how best to promote our vision of 'A Wales that is anti-racist';
- To attend and actively contribute to the Accountability Group bi-monthly meetings and respond to relevant queries in between meetings;
- To work with the Accountability Group and the Evidence Unit to highlight gaps and opportunities to address areas of concerns that may be in danger of being not implemented;
- To promote, share and support the work of Accountability Group with ethnic minority communities in a way that communicates progress and understand blocks; and
- To attend additional events and meetings as requested.

On occasions, we envisage that particular policy leads implementing actions agreed in the Plan, may require additional advice, support, co-design or challenge from you. This additional work will be agreed upon between you and the policy lead within Welsh Government and will constitute additional work so you will be remunerated for

it separately.

## **Welsh Language**

- Welsh Language skills: the ability to communicate through the medium of Welsh is desirable. All candidates should demonstrate a positive awareness and understanding of the importance of the Welsh language in a bilingual Wales with an appreciation of the Welsh Government's policies and strategies for the language.

## **3. KEY FACTS ABOUT THE ROLE**

The Diversity Representative's work will be overseen by the Director of Communities and Tackling Poverty, and they will keep a close relationship with the Head of the Anti-racist Wales Action Plan Implementation team. Co-Chairs may from time to time seek to meet with Diversity Representative collectively or individually to seek feedback, advice, and support.

If successful, Diversity Representative will be expected to attend a virtual induction session and other events for example a possible seminar or summit on this work.

### **Remuneration**

To undertake this work, we will offer remuneration of £198 per day, to be claimed quarterly or, if preferred, six monthly.

### **Time Commitment**

A minimum commitment of 16 days a year will be required. The initial appointment will be for six months. At this stage, we will review with you your input and, all being well, confirm the appointment until March 2024. The Director's decision will be the final one.

We envisage that if you are already a public servant in Welsh public services, you will agree with your employer that this is part of your current contract with them and not get paid. Welsh Government are happy to discuss this arrangement as part of the public service duty with your employers if we fund or collaborate with them.

### **Location of meetings related to the role**

The main Welsh Government building is in Cathays Park, Cardiff. There would be an expectation that you will mainly contribute virtually. However, there will be exceptions when we may need to invite you for group gathering e.g. meetings with the Welsh Government staff, seminars, induction events or summits. If we require you to attend in person, we will pay for travel and accommodation. We envisage that most of our meetings will be virtual.

## Eligibility

You will be expected to demonstrate high standards of corporate and personal conduct. If successful, you will be asked to adhere to the seven principles of public life similar to those observed by Board members of public bodies ([Code of Conduct for Board Members of Public Bodies June 2019 \(publishing.service.gov.uk\)](#)) and those outlined in the anti-racist Wales Action Plan.

Applicants are required to declare whether they are aware of anything in their private or professional lives which would be an embarrassment to themselves or the Welsh Government if it became known in the event of appointment.

You will be asked to declare any private interests which may, or may be perceived to, conflict with the role and responsibilities of the Accountability Group, including any business interests and positions of authority outside the role on the groups. Any conflicts of interest will be explored during the appointment process.

## Due Diligence

The Welsh Government will undertake due diligence checks on all appointable candidates. This will include, but not necessarily be limited to, social media and internet searches. If successful, you may also be asked to provide two referees (employer and personal) who we will contact. We do not envisage you having access to our government laptops.

## 4. APPLICATION PROCESS

The application process will involve the following:

- Submission of a statement stating how you meet the criteria expected in Person Specification as above and meet the responsibilities also outlined above.
- Applicants will go through a sifting process in the first instance, based on the statements made on the requirements (lived experience and understanding) and meeting the responsibilities (as stated above) of the position.
- Applicants successful at the sift stage will then go through the following criteria to make sure that we have representation from different part of Wales and including the following:
  - Women
  - LGBTQ+ people
  - Disabled people
  - Young people
  - Older people
  - Refugees and Asylum Seekers
  - Gypsy, Roma, Traveller communities.
  - Faith groups
  - Representation from across Wales

## 5. HOW TO APPLY

- To apply, please provide a personal statement (no more than 4 pages of A4, Arial font size 12) giving examples to demonstrate what you will bring and how you will meet the responsibilities. Your application may be rejected if you exceed this limit.
- The personal statement must demonstrate how you meet the lived experience, and that you understand the requirements outlined in the person specification. Please note that no other information or attachments will be considered.
- In addition to your personal statement, please also submit an up-to-date CV supporting your application. Please identify any past or present Ministerial appointments.
- Please provide the two referees' names, emails, addresses, and phone numbers.
- The closing date for applications is 11:00 am, Monday 17<sup>th</sup> Oct 2022. Applications received after this date/time will not be considered. Please send your completed application to [equalitybranch@gov.wales](mailto:equalitybranch@gov.wales) by the deadline.
- You are welcomed to apply for this appointment even if you have applied for the Experts by Lived Experience appointments advertised on 26<sup>th</sup> August 2022. Please ensure that your application for this appointment addresses the person specification and duties as outlined in this advert.

## 6. APPOINTMENT

- If you are successful, you will receive a letter appointing you as a member of the External Accountability Group, confirming the terms on which the appointment is offered.
- If you are unsuccessful, you will be notified by the Welsh Government. We appreciate it takes a lot of time and effort to apply for roles and that feedback is a valuable part of the process. As a result, the correspondence will provide feedback on your application if you so wish.

## 7. DIVERSITY STATEMENT

The Welsh Government believes public bodies should have Board Members who reflect Welsh society - people from all walks of life - to help them understand peoples' needs and make better decisions. This is why the Welsh Government is encouraging a wide and diverse range of individuals from Black, Asian and Minority Ethnic communities to apply. Applications are particularly welcome from all under-represented groups including women, people under 30 years of age, disabled

people, LGBTQ+ people, older people, Gypsy, Roma, Traveller people and faith groups.

## 8. DISABILITY CONFIDENT

The Welsh Government accepts the social definition of disability, in which it is recognised barriers in society act to disable people who have impairments or health conditions, or who use British Sign Language. We are committed to removing barriers so all staff can perform at their best. The Equality Act 2010 uses the medical definition of disability (“a physical or mental impairment which has a substantial and long-term impact on a person’s ability to carry out normal day to day activities”).

Our guaranteed interview scheme ensures that anyone who is disabled and who meets the minimum criteria against the person specification for the post is invited to interview.

We are committed to the career development of disabled people. If you would like more information about the position and adjustments we can make to meet your needs, please get in touch with Patrick Daly by email: [Patrick.Daly@gov.wales](mailto:Patrick.Daly@gov.wales).

If you have an impairment or health condition, or use British Sign Language and need to discuss reasonable adjustments for any part of this appointment process, please contact Patrick Daly as above as soon as possible and a member of the team will contact you to discuss your requirements and any questions you may have.

## 9. CONTACT

For further information regarding this appointment and related to the role of the External Accountability Group please contact:

Riaz Hassan, Head of Anti-racist Wales Action Plan Implementation Team  
Email: [Riaz.Hassan@gov.wales](mailto:Riaz.Hassan@gov.wales)

## Annex A - External Accountability Group

### Background

The Anti-racist Wales Plan sets out a co-designed and agreed vision, purpose and values which will underpin the work of the Accountability Group.

### A Vision of:

“A Wales that is anti-racist.”

### Purpose:

“To collectively make a measurable difference to the lives of Black, Asian and Minority Ethnic people in Wales.”

### Values:

“To be open and transparent, to have lived experience at the heart of all it does and to be rights-based.”

The development plan highlighted the issue of a lack of trust in all sectors for supporting and enabling race equality actions; and an ‘implementation gap’ where well-intentioned work and plans fail to deliver against stated ambitions.

For the Anti-racist Wales Plan to achieve its vision and purpose there will need to be constant work to secure and maintain trust with ethnic minority individuals, groups and communities and to ensure a sustained focus on implementation.

The Anti-racist Wales Plan Accountability Group (the Group) will work actively and in collaboration with the Internal Welsh Government Challenge and Support Group, the Race Disparity Evidence Unit, and with regional Race and other protected group fora. It will ensure compatibility and coherence with other Welsh Government equality strands and policy. Appendix 7 shows the role and remit of the Welsh Government’s Internal Support and Challenge Group.

### Purpose

The overarching purpose of the Accountability Group will be to ensure progress towards the purpose of the Plan by holding those responsible to account for what they do or don’t deliver. The responsibility for ensuring implementation lies with those policy leads and wider sectors who are responsible for the actions.

The Group will also be a central point for the governance of all race-related work in the Welsh Government and ensures that work is joined up in both in the shaping and in the delivery phases. It will also scrutinise compliance with Equalities legislation. The Group will assess the extent to which progress is being made towards the vision and challenge, support (including co-design) and advise on any areas of anti-racism which they think need to be explored based on new challenges and successes as they emerge.

The remit of the Group will include:

- setting priorities for the Goals and Actions they consider important and urgent;



- receiving and scrutinising reports from the Internal Welsh Government Support and Challenge Group;
- requesting Ministerial attendance for specific agenda items;
- assessing, challenging and reporting on progress in achieving the vision by implementing the goals and actions in the Plan, ensuring progress is making a material difference to the lived experience of ethnic minority people in Wales;
- identifying key new policies needed and supporting any co-design of them;
- identifying and making recommendations on emerging themes and new actions to make progress towards the vision and champion good practice;
- to play a key role and have influence in the development of the Race Disparity Evidence Unit work programme so that the group can respond to concerns about patterns of racism or where the desired change does not materialise when actions are implemented. This includes suggesting quantitative or qualitative data collection or analysis to fill gaps in the evidence base. These evidence based projects could be carried out or commissioned (for example, from Wales Centre for Public Policy) by the Unit to meet this remit;
- inviting organisations, including Commissioners, regulators, inspection and audit bodies to discuss issues in their areas of influence;
- making recommendations for using to their maximum impact, existing government levers and requesting the strengthening any Government levers it deems necessary to progress on anti-racism;
- convening Task and Finish groups as requested by Welsh Ministers or identified by themselves and in consultation with the Welsh Government;
- inviting, on an ad hoc basis, any expert the Group thinks will add value to give support, evidence or steer on a particular issue;
- ensuring an intersectional approach to all the policy work;
- annually publishing public statements of progress

### **Resources for the Group**

The Accountability Group will have an assigned amount of financial resources allocated to it annually to commission reports, research and other items as they deem necessary.

### **Ways of Working**

The Group will have the values of the plan as a guiding principle for its ways of working. This will mean providing challenge with high support, ensuring that the lived experiences of ethnic minority people are always informing progress, that transparency and openness are observed and that the approach is rights-based rather than based on favour and so to be anti-racist.

One of the strong messages which emerged during the development of the Plan was that governance arrangements which oversee implementation should enable people to take action. Therefore, the Group will make recommendations on the levers and tools which should be used to drive change and focus attention and resources. Some levers like evidence can be pulled by the Accountability Group, and others can only be exercised by those responsible, for example, by the Welsh Government for remit letters, for grants conditions etc. As the implementation progresses, the need for further levers, either to be used by government or by the Accountability Group, will be discussed with Welsh Ministers.

In order to maintain a high level of dialogue to wider groups of ethnic minority and other stakeholders across Wales, the Group will ensure an active dialogue with the regional forums for Race and other protected groups.

The Group will be supported by the Race Disparity Evidence Unit, and where intersectionality is important the wider Equality, Race and Disability Evidence Units to provide quantitative and qualitative data. The latter will ensure and include lived experiences.

The Race Disparity Evidence Unit will also support the publication of an annual report on progress.

### **Membership**

**Co-Chairs:** Prof. Ogbonna, Cardiff University and Andrew Goodall, Permanent Secretary.

### **8 Diversity Representation**

Appointments of the diversity representatives will be designed to reflect and invite representation by expression of interest, in an open and transparent way, of:

- 8 Diversity representatives of Black, Asian and Minority Ethnic groups, representing different parts of Wales and including:

- women
- future Generations
- LGBTQ+ people
- disabled people
- young people
- elders
- refugees and Asylum Seekers
- gypsy, Roma, Traveller communities.

We propose that the Diversity Representatives will be:

- people living and working (unless a young person or older person) in Wales

- have personal/direct experience of racism
- provide intersectional representation
- have experience of, or a willingness to, engage in a process of supporting policy and service improvement and providing constructive challenge. They may not necessarily be members of organisations working on issues relating to race (although they could be and, if they are, we will need a balance of organisations represented) but will have some capacity/scope/means to locate their representation within wider communities in Wales (for example, not disconnected individuals).

As a group, the Diversity Representatives will be:

- varied in their backgrounds and experience;
- from varied organisations, should they work for one, to ensure a variety in the organisations represented.

Welsh Government can consider paying for them as long as there is a transparent process to appoint them.

### **7 Experts by experience and expertise on anti-racism recruited:**

Seven experts by lived experience with expertise in implementing anti-racist policies, linked to the areas of the Plan's focus of the implementation recruited via an open and transparent way for two years.

They will differ from the Diversity representatives in that they:

- might live or work outside Wales (although we would not want all of them to);
- have expertise in anti-racist practice in different contexts relevant to the implementation of the Plan;
- but as a group, still offer variety in experience, backgrounds and some intersectionality. Again, the Welsh Government would seek the best route to securing payments for these individuals and again, recruit them in an open and transparent manner.

Representation (time limited until their work is concluded) from current work on anti-racism for the Welsh Government:

- Prof Charlotte Williams.
- Gaynor Legall.

Representation invited from:

- Equality and Human Rights Commission;
- WLGA;
- Wales TUC;
- WCVA;

- Welsh Government Minority Ethnic Staff Network (MESN)

#### **Policy co-designer/advisors:**

- Head of the Anti-racist Wales Implementation Team.
- Director for Communities and Tackling Poverty.
- Senior Policy Lead for Equalities in the Welsh Government (is Board member).
- Chief Nursing Officer for Wales.

#### **Policy leads responsible for implementation:**

Policy leads should attend as observers but can participate when the discussion relates to their policy areas.

Welsh Ministers will be invited to the Accountability Group on an ad hoc basis to provide an opportunity to share progress updates and plans within their Ministries to achieve an anti-racist Wales.

Twice a year the First Minister (or Minister this is delegated to) will be invited to receive an update on progress, successes and areas for further focus as seen by the Accountability Group.

Relevant Commissioners, Regulators, Audit and Inspection bodies will be invited to attend at least once.

#### **Secretariat**

A senior member of the Anti-racist Wales Implementation team will liaise with the co-Chairs regularly and secretariat will be provided by the Welsh Government but agenda items will be determined and led by members and the co-Chairs.

#### **Frequency of Meetings**

The Group will meet every two months.

#### **Reporting and Escalation**

The Group will agree an Annual Progress Report, and timing for it will be agreed at their first meeting. The External Chair will also meet with the First Minister and with the Minister for Social Justice twice a year to raise any discussion the First Minister or the Minister for Social Justice deems appropriate.

### **Annex B - Internal Support and Challenge Group**

#### **Background**

The Anti-racist Wales Plan sets out a co-designed and agreed vision, purpose and values which will underpin the Internal Support and Challenge Group.

#### **A Vision of:**

“A Wales that is anti-racist.”

**Purpose:**

“To collectively make a measurable difference to the lives of Black, Asian and Minority Ethnic people in Wales.”

**Values:**

“To be open and transparent, to have lived experience at the heart of all it does and to be rights-based.”

The development plan highlighted the issue of a lack of trust in all sectors for supporting and enabling race equality actions; and an ‘implementation gap’ where well-intentioned work and plans fail to deliver against stated ambitions. For the Anti-racist Wales Plan to achieve its vision and purpose there will need to be constant work to secure and maintain trust with ethnic minority individuals, groups and communities and to ensure a sustained focus on implementation.

The Welsh Government Anti-racist Wales Plan Internal Challenge and Support Group (“the Group”) will work actively and in collaboration with the Accountability Group, the Race Disparity Evidence Unit and other internal stakeholders, and with regional race and other protected group fora. It will ensure compatibility and coherence with other Welsh Government equality strands and policy. See appendix 5 for the role and remit of the Welsh Government’s Accountability Group.

**Purpose**

The overarching purpose of the Group will be to ensure timely delivery and progress towards the purpose of the Plan for those actions that lie within the control or influence of the Welsh Government, including through funding.

The Group will also be a central point for the governance of all race-related work in the Welsh Government and ensure that work is joined up in both in the shaping and in the delivery phases. It will also ensure work done is in compliance with Equalities legislation. The Group will present to the Accountability Group, the extent to which progress is being made on actions that the Welsh Government has committed to and propose to the Accountability Group, new and emerging priorities.

The remit of the Group will include:

- preparing reports outlining progress for policy/ impact areas for the Accountability Group;
- supporting Ministers in their reports to the Accountability Group and keeping them updated on progress;
- building capacity and capability in anti-racist practice within the Group and disseminating that within the Welsh Government;
- challenging and supporting colleagues to increase the impact of the Plan and to support joined up working;
- sharing good practice and challenges with the Group;

- Engaging in cross-cutting issues identified in the Plan and wider;
- identifying key new policies needed and supporting any co-design of them;
- inviting organisations, including Commissioners, regulators, inspection and audit bodies to discuss issues in their areas of influence;
- supporting Task and Finish Groups established by the Accountability Group as and when requested by Welsh Ministers;
- ensuring an intersectional approach to all the policy work.

### **Ways of Working**

The Internal Support and Challenge Group and the Accountability Group should complement and support each other, guided by the values of the Plan. This will mean providing challenge with high support, ensuring that the lived experiences of ethnic minority people are always informing progress, that transparency and openness are observed and that the approach is rights based and anti-racist.

The Group will ensure an active dialogue wider groups of ethnic minority and other stakeholders across Wales.

The Group will be supported by the Race Disparity Evidence Unit, and where needed by the Equality Evidence Unit to provide quantitative and qualitative data.

### **Membership**

- Chair: Director, Communities and Tackling Poverty.
- Deputy Director, Communities Division.
- Head of the Anti-racist Wales Implementation Team.
- Head of Race, Faith and Gypsy, Traveller Policy.
- Head of Race Disparity Evidence Unit.
- Head of Community Cohesion.
- Representative from KAS.
- Policy Leads leading on respective policy areas:
  - Health
  - Mental Health
  - Social Care
  - Education (Schools)
  - Education (Comms)
  - Education (HE)
  - Education (FE)

- Education (Adult Learning and ESOL)
- Employability & Skills
- Apprenticeships
- Welsh Government HR
- Public Appointments
- Local Government
- Culture, Heritage & Sport
- Social Partnership & Fair Work
- Entrepreneurship (& Business)
- Housing and Accommodation
- Crime & Justice
- Environment
- Welsh Language
- Childcare, Play and Early Years
- Child Care Inspection
- Climate Change
- Rural Affairs
- Children and Families.

Others may be added as they develop their action plans.

### **7 Experts by experience and expertise on anti-racism recruited:**

Seven experts by lived experience with expertise in implementing anti-racist policies, linked to the areas of the Plan's focus of the implementation recruited via an open and transparent way for 2 years.

They will be remunerated and we will recruit them in an open and transparent manner. The 7 experts will also sit on the Accountability Group.

### **Secretariat**

A member of the Anti-racist Wales Implementation Team will liaise with the Chair regularly and secretariat will be provided by the Implementation Team. Agenda items will be determined and led by members and the Chair and it is anticipated the agenda will be determined in close liaison with the Accountability Group.

### **Frequency of Meetings**

The Group will meet every month. Reporting The Group will report to the Permanent Secretary or nominated deputy.

## **Annex C - Race Disparity Evidence Unit (RDEU)**

The Race Disparity Evidence Unit were established in January 2022 in response to the need for strengthened evidence to address inequality in Wales as highlighted by the COVID-19 pandemic. The Race Disparity Evidence Unit will work alongside two other Units (Equality Evidence Unit and Disability Disparity Evidence Unit) within the Equality, Race and Disability Evidence Unit, which has an overarching Equality Evidence Strategy to ensure synergy, effectiveness, efficiency and cohesion.

The Units mission is to improve the availability, quality, granularity and accessibility of evidence about individuals with protected, equality and associated characteristics so that we fully understand the level and types of inequalities across Wales. This will enable decision makers to develop better informed policies and to assess and measure their impact. This will drive us towards better outcomes for people with protected and associated characteristics and contribute to our goal of 'A more equal Wales' as set out in the Well-being of Future Generations (Wales) Act 2015.

We have developed an Equality Evidence Strategy which describes our scope, remit and plans and aim to publish this in September 2022. Priorities for each Unit including the Race Disparity Evidence Unit are being developed with stakeholders based on commitments already made and emerging requirements from An Anti-Racist Wales action Plan. This will also be published in September alongside our strategy.

A couple of initial tasks that the Race Disparity Evidence Unit have started includes:

- to carry out an evidence audit that will provide an understanding of the information that is available, the gaps and inconsistencies which need to be addressed. Once gaps have been identified these will be prioritised with stakeholders for resolving. to conduct a data collection of the equality characteristics of regulated Public Bodies. The pilot year will establish a baseline for numbers of board members, and possibly staff members, where these are available. The pilot year will make recommendations for future collections to encourage complete coverage of all minority characteristics and consider extending the collection to other Public Bodies and beyond as well as including additional information, for example numbers recruited, numbers by grade etc.

The Equality, Race and Disability Evidence Units are building relationships with stakeholders and others who hold data which could be used to plug the gaps in diversity data through data sharing agreements and linking.