

Women of Covid – concern regarding Chwarae Teg and Welsh Women’s Aid regarding the publicity campaign

Terms of Reference

Background

1. In November 2020 Jane Hutt MS Deputy Minister and Chief Whip met with a group, now known as Diverse Women of Wales, who raised concerns about the omission of “women of colour” from a “Women of Covid” public campaign organised by Chwarae Teg and Welsh Women’s Aid.
2. The question of whether the Women of Covid campaign initially failed to include an adequately diverse representation has been recognised by the Deputy Minister and publicly acknowledged by both organisations.

Scope of Review

3. In order to fully consider the concerns raised by Diverse Women of Wales in relation to the planning, design, implementation and promotion of the Women of Covid campaign, Welsh Government will identify an independent woman of colour to review:
 - i. The nature of the partnership between Chwarae Teg & Welsh Women’s Aid
 - ii. The events that lead to the design of the campaign.
 - iii. Any lessons that can be learned in relation to:
 - a. Diversity awareness
 - b. Organisational processes
 - c. Organisational Governance
 - d. Other best practice

Objectives

4. To provide an objective and transparent account of what happened, and any learnings, to be accepted by all named parties.
5. The reviewer will provide the Deputy Minister with an impartial and objective analysis of the concerns raised and any recommendations the reviewer may feel appropriate.

Working Arrangements

6. The reviewer will be supported by **redacted: names of two officials** who will be able to provide with practical support. Chwarae Teg and Welsh Women’s Aid will facilitate access as specified in the methodology.

Methodology

The review will consider a series of evidence through documentation and interviews with Welsh Government, Chwarae Teg and Welsh Women’s Aid staff.

7. The reviewer will interview representatives of Diverse Women of Wales
8. The reviewer will set out how they propose to conduct the report to the parties, in order to achieve timely and proportionate access. The reviewer will have a free hand in the conclusions and recommendations.
9. The reviewer will be able to access to relevant documentation supplied by Chwarae Teg or Welsh Women's Aid, this will include project plans and relevant communications and cover the period 1st April 2020 – present.
10. The findings will be shared with Chwarae Teg and Welsh Women's Aid in advance of sharing with the Minister, for fact-checking and clarification purposes. The findings will be shared with the Minister.
11. At the conclusion of the process, all named parties in this TOR will be invited meet with the reviewer, the Deputy Minister (or deputised official) to ensure transparency and facilitate a mutually satisfying resolution based on the recommendations set out in the findings.

Timetable

13. The timescales for the review will be as below but can be reviewed at any time if the reviewer feels the concerns are more complex and will require further time to consider.

March 2021 – Commence initial set up
April 2021 evidence collection
May 2021 – Final report.

GDPR and Confidentiality

14. All data provided as part of the review will be treated as entirely confidential to the reviewer, the Welsh Government, Chwarae Teg, and Welsh Women's Aid. Once processing has been completed, all material, excepting the final report, will be returned to the original holder or destroyed. The reviewer will be facilitated by the Welsh Government to have safe mechanisms for the safe transition of information and the conduct of virtual conversations through a secure platform.