

Jane Hutt AS/MS  
Y Dirprwy Weinidog a'r Prif Chwip  
Deputy Minister and Chief Whip



Llywodraeth Cymru  
Welsh Government

Ein cyf/Our ref JH-/00318/21

24 March 2021

Dear Diverse Women of Wales Group,

Thank you for your letter of 19 March regarding the Women of COVID-19 campaign run by Chwarae Teg and Welsh Women's Aid.

I acknowledge the depth of frustration of the group regarding this matter and agree that more needs to be done to ensure that there is more diverse representation at all levels of Welsh society. I am sorry I did not back to you earlier than now to update you as agreed during our meeting.

During our meeting you raised a number of important concerns and I believe there are mechanisms to address those concerns both through the independent review and importantly, through the development of the Race Equality Action Plan (REAP).

The purpose of the review is to better understand the events that led to the campaign the lessons that can be learned from this. For the first stage of this work I have asked the reviewer Chantal Patel JP, Head of Interprofessional Health Studies at the College of Human and Health Sciences at Swansea University to speak with representatives of your group to fully understand the concerns raised. During this Covid 19 pandemic, my officials have been unwell as has the reviewer. I am assured that officials and the reviewer are now back from sick leave and will proceed with arranging this meeting. They will be in touch to secure a date for the meeting.

I would be grateful if you could let my officials know whether you are happy for your contact details to be shared with the independent reviewer. Your input into this process is critical and this first stage vital in determining next steps.

The development of the REAP provides further opportunities for your voices to be heard. The Plan aims to create an anti-racist Wales by challenging systemic and structural racism, across all activities of Government. It is being shaped by the lived experiences of Black, Asian and Minority Ethnic people and is drawing upon as wide a range of voices and perspectives as possible.

There is specific focus on Black, Asian and Minority Ethnic women within the Plan but this is an area we want to develop further. I have asked my officials to agree with you how the

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:  
0300 0604400

Bae Caerdydd • Cardiff Bay  
Caerdydd • Cardiff  
CF99 1SN

[Gohebiaeth.Jane.Hutt@llyw.cymru](mailto:Gohebiaeth.Jane.Hutt@llyw.cymru)  
[Correspondence.Jane.Hutt@gov.wales](mailto:Correspondence.Jane.Hutt@gov.wales)

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Diverse Women of Wales can contribute, in a structured and funded way, to the development of the Action Plan during the consultation. This is an important opportunity to translate your priorities into actions we can take as a Government. More broadly, we have invited community groups to participate in the consultation and, building on the approach we took last autumn, have made a grant available to support that participation. As well as working with us collectively as a group during the consultation, members of your group may wish to use this mechanism and the associated funding to draw in perspectives from your communities.

I have asked my officials to arrange a meeting with representatives of the group to discuss the best way forward to ensure your voices and concerns are heard. To get the most from this initial meeting, it would be helpful if you could choose a small number of people to represent the group. The focus would be on agreeing the way in which the Group as a whole can help shape the Action Plan and enable us to sustain ongoing, meaningful engagement.

I wanted to note that we do not hold an audio or visual recording of the meeting on 12 November. My officials prepared summarised notes of the meeting, and the minutes subsequently provided by the group were noted and retained for our record.

I am grateful for your leadership as a group on behalf of Black, Asian and minority ethnic women and your willingness to work with Welsh Government.

Yours sincerely,

A handwritten signature in black ink that reads "Jane Hutt". The signature is written in a cursive style with a long horizontal line above the first few letters.

**Jane Hutt AS/MS**

Y Dirprwy Weinidog a'r Prif Chwip  
Deputy Minister and Chief Whip