

14th June 2023

Dear

### **ATISN 17476 – Anti-racism Wales Action Plan**

Thank you for your request which I received on 11th May 2023.

- 1) You asked for information and clarification on terminology used within "The Race Equality Action Plan for Wales" and asked for a comprehensive definition of the term "White Privilege".
- 2) You asked for evidence of "automatic privileges" held by white people and for any accompanying studies to support this in terms of position, resources, influence, authority, and historical beliefs.
- 3) You also asked for the reasoning behind removing the term "White Privilege" from the final version of the Anti-racist Wales Action Plan.
- 4) Lastly, you cited the number of times you found the word 'White' recorded with a lowercase w in contrast with the number of times 'Black or 'Asian' are recorded with a lowercase b or a lowercase a respectively, and
  - a) asked for the intent and reasoning behind using a lower case "w" when referring to White people.
  - b) asked if the Anti-racist Wales Action Plan will be amended.
  - c) And asked for a timeframe for any such amendments.

Your first question does not constitute a Freedom of Information request since it does not pertain to recorded information held by the Welsh Government. However, you do include the definition of 'White Privilege' from the original Race Equality Action Plan in your letter and acknowledge that this term is not included in the finalised version of the Anti-racist Wales Action Plan.

In terms of evidence of "automatic privileges" held by white people, the Anti-Racist Wales Action Plan was developed drawing on a range of evidence and lived experience. I have provided links to published information summarising this evidence:

- First Minister's Black, Asian and Minority Ethnic COVID-19 Advisory Group Socio-Economic Sub-Group report can be found here: [first-ministers-bame-covid-19-advisory-group-report-of-the-socioeconomic-subgroup.pdf \(gov.wales\)](https://gov.wales/sites/default/files/2021-03/first-ministers-bame-covid-19-advisory-group-report-of-the-socioeconomic-subgroup.pdf)
- Welsh Government commissioned the Wales Centre for Public Policy to undertake rapid evidence review of key policy areas including leadership and representation, health and social care, employment and income, education, housing and accommodation, and crime and justice. The reports of those Evidence Reviews can be found here: <https://www.wcpp.org.uk/publication/improving-race-equality-in-wales/>
- Welsh Government invited grassroots organisations to undertake community dialogue about the lived experience and priorities for Black, Asian and Minority

Ethnic people in Wales – a summary of the reports from these groups can be found here: [Race Equality Action Plan: Community Engagement Analysis – March 2021 \(gov.wales\)](#)

- Further information, including statistical evidence was also presented in the consultation document [Race Equality Action Plan – An Anti-Racist Wales](#) from page 127 onwards. This document can be found here: [41912 An Anti-Racist Wales - Race Equality Action Plan for Wales \(gov.wales\)](#)
- In addition, the summary of responses to the formal consultation on the draft Action Plan and second phase of community engagement can be found here: [Race equality action plan: an anti-racist Wales | GOV.WALES](#)

The term “White Privilege” is used in the draft Race Equality Action Plan but not in the Anti-racist Wales Action Plan. The omission of the term does not equate to active removal. Indeed, there are many differences of note between the Race Equality Action Plan and the final Anti-racist Wales Action Plan, and the information for each of the changes made between drafts is not information formally held.

Lastly, in the use of capital and lowercase lettering in each instance, there is nothing deliberate in the variation. However, we take note of these inconsistencies. The Anti-racist Wales Action Plan is due to be revised in 2024 in accordance with its two-yearly review of goals and actions and this would be a good opportunity for standardisation.

If you are dissatisfied with the Welsh Government’s handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government’s Freedom of Information Officer at:

Information Rights Unit,  
Welsh Government,  
Cathays Park,  
Cardiff,  
CF10 3NQ

or Email: [Freedom.ofinformation@gov.wales](mailto:Freedom.ofinformation@gov.wales)

Please remember to quote the ATISN reference number above. You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner’s Office,  
Wycliffe House,  
Water Lane,  
Wilmslow,  
Cheshire,  
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely,