

**Wales Race Forum Meeting
18 January 2021 at 10.00am – 11.30-pm
Virtual Meeting (Microsoft Teams)**

Attendees:

Wales Race Forum		
1.	Riaz Hassan	Community Cohesion Co-ordinator, Swansea
2.	Patience Bentu	Race Council Cymru
3.	Maria Mesa	Women Connect First
4.	Isaac Blake	Romani Cultural & Arts Company (RCAC
5.	Daniel Hurford	WLGA
6.	Mymuna Soleman,	The Privilege Cafe
7.	Shahien Taj	Henna Foundation
8.	Rocio Cifuentes	EYST
9.	Althea Collymore	Welsh Refugee Council
10.	Shavanah Taj	Wales TUC
11.	Tasmaree Mukhopadhyay	KIRAN
12.	Dr Sibani Roy	NWAMI
13.	Abyd Quinn Aziz	Race Alliance Wales
14.	Fowzia Ali	Hayatt Women's Trust
15.	Alicja Zalesinska	Tai Pawb
16.	Aled Edwards	Cytun
17.	Kate Mills for Sunil Patel	Show Racism the Red Card
18.	Sophie Weeks	Welsh Womens Aid
Welsh Government Officials		
19.	Alyson Francis	Deputy Director Communities Division
20.	Emma Bennett	Head of Equality Branch

21.	Usha Ladwa-Thomas	Equality Branch
22.	Sue Vincent-Jones	Equality Branch
23.	Hannah Fisher	Senior Policy Manager –Race and Faith
24.	Uzo Iwobi	Specialist Policy Advisor
Guests		
25.	Sandra Jenkins	Keep Wales Safe Campaign Welsh Government
26.	Gemma Gabb	Keep Wales Safe Campaign Golley Slater PR Agency
27.	Glyn Jones	Digital Engagement Strategy Welsh Government
28.	Sally Meacham	Digital Engagement Strategy Digital Public Services
29.	Patience Bentu	Zero Tolerance to Racism Race Council Cymru
Apologies		
	Suzanne Duval	Diverse Cymru

Death of Mohamud Mohamed Hassan

- The Deputy Minister and Chief Whip (The Deputy Minister) opened the meeting by immediately expressing her deep condolences to the family of Mohamud Mohamed Hassan, who had died at the weekend.
- The Deputy Minister said that Mohamud's family, who must be devastated by his loss, were in her thoughts, and that she is urging that the circumstances surrounding his death are fully investigated.
- The Deputy Minister confirmed that she had already spoken with South Wales Police and Crime Commissioner Alun Michael, Mohamud's constituency MP Stephen Doughty, and the Independent Office for Police Conduct (IOPC).
- The Deputy Minister added that she was also aware that Mohamud's death has been referred to the IOPC, and a post mortem has been undertaken to understand the cause. She stressed that the services involved needed to expedite this case and demonstrate that Black lives really do matter.
- **Agenda Item 1: Welcome, Introductions, and Update**

The Deputy Minister and Chief Whip (The Deputy Minister) welcomed members to the first meeting of the New Year.

The Deputy Minister said she looked forward to working with the Forum in 2021, and thanked them for their valuable work to date. She stressed that their continued involvement will be crucial in the months ahead as the Race Equality Action Plan is developed, and as we face further challenges from the Covid-19 pandemic due to the new virulent strains.

She informed members that the Welsh Government's vaccination strategy had been published on Monday 11 January, and asked them to encourage their communities to participate in the vaccination programme – especially as we are that more traditional communications may be distrusted within these communities.

The Deputy Minister welcomed new member Fowzia Ali from Hayaan Women's Trust, and her mentee Sophie Weekes, from Welsh Women's Aid to the meeting.

She thanked the Forum members for their engagement in additional work. This included the stand alone meetings for the Draft Transport Strategy, and the Black Asian and Minority Ethnic Helpline, to be held on January 21, and January 26 respectively.

Update

The Deputy Minister gave an update of key areas of work delivered since the last Wales Race Forum Meeting. This included:

- an Independent Review into Chwarae Teg and Welsh Women's Aid 'Women in Covid' List. This will commence shortly and will be led by a woman who is either Black, Asian or Minority Ethnic.
- the Deputy Minister will be giving evidence to the Senedd's Culture, Welsh Language and Communications Committee, inquiry 'Who Gets Remembered in Public Places' on 28 January. The results of this Inquiry will be considered collectively with The Slave Trade and the British Empire: an audit of commemoration, commissioned by the First Minister to inform the next actions in taking this forward.
- a newly released COVID-19 Workforce Risk Assessment Tool Follow-Up Survey has been issued to assess safety for workers. Wales Race Forum Members had received a link last week, which they are urged to share with their networks.
- the Welsh Government's Hate Crime Campaign will launch in March. It seeks to build empathy and solidarity in support of victims of hate crime, encouraging reporting of hate incidents and, crucially, also developing a climate of social aversion to the perpetration of hate incidents

- The Welsh Government's continued support for the Black Asian and Minority Ethnic Helpline continues with further press and social media activity. A stand alone meeting of the Wales Race Equality Forum is scheduled on January 26 to look at enhanced communications and engagement, to ensure it can reach those who need it most.
- The Holocaust Memorial Day commemorations were noted. This included a virtual event, and the Light the Darkness Campaign encouraging all to light a candle in their window on Wednesday 27 January 2021.
- The Black Lives Matter Manifesto Launch took place on Monday 14 December 2021. It is a comprehensive and powerful document, and the Welsh Government is working hard to dismantle the systems that disadvantage Black, Asian and minority ethnic communities.

Agenda Item 2 - Actions from Wales Race Forum Meeting of October 19 2020

The Deputy Minister confirmed with the Forum that the minutes of the last meeting were correct, and that all the required actions had been taken.

Agenda Item 3: Update on Race Equality Action Plan development work

Usha Ladwa-Thomas provided an update on the Race Equality Action Plan which continues at pace.

She reported that:

- Five vision-setting events with stakeholders from across Wales have concluded. A draft of the emerging themes and statements from these events, was presented to the Steering Group for discussion and feedback on Friday. The overarching themes from these events will feed into the Race Equality Action Plan.
- The Wales Centre for Public Policy have finalised their six reports from the Rapid Review of Evidence exercise. They are currently drafting an overarching report, which will focus on the key issues, cross cutting themes and terminology. This will be published alongside the six reports by March 2021.
- Introductory meetings between Community Mentors and their policy leads have concluded. Initial feedback from both mentors and mentees has been very positive. They have welcomed the approach Welsh Government have taken to involve communities in the co-construction process.
- Six policy shaping deep dives have now been held in the policy areas identified by the WCPP as priority areas., These have brought together policy officials, grant funded community organisations, experts and the WCPP, The areas are

Housing and Accommodation, Crime and Justice, Health and Social Care, Employment and Income, Leadership and Representation and Education.

- The final deep dive, which is for Arts, Culture, Sports and Heritage will be held on Tuesday 19 January 2021.

Agenda Item 4 – Keep Wales Safe Covid-19 Campaign

Sandra Jenkins from the Welsh Government Keep Wales Safe Communications and Marketing Team gave a brief overview of their work.

She explained that, to ensure the Keep Wales Safe public information campaign is reaching and engaging with Black, Asian and Minority Ethnic communities in Wales, the Welsh Government has contracted MMC (Multicultural Marketing Consultancy) to support and deliver these activities.

MMC has experience of working with the UK Government to engage with ethnic minority communities in England on Covid-19 and they have previously worked in Wales.

Sandra provided Forum members with both her contact details, and those of Oliver Hickson from MMC, and encouraged members to make contact to feedback their thoughts.

Agenda Item 5 – Digital Strategy – setting the Context for Wales

The Welsh Government's Chief Digital Officer Glyn Jones, and Sally Meecham from Digital Public Services gave an overview of the digital strategy for Wales – stressing that it must set out clearly our ambition for Wales, the outcomes we want to see and the actions that will deliver them.

They explained that they wanted to test where they have got to, and crowdsource ideas to strengthen this, so were sharing their draft openly to get Forum members input and ideas.

Both also provided contact details for Forum members and their organisations, so all could get involved in shaping the final version.

The Deputy Minister suggested a further stand alone Forum meeting to facilitate a more meaningful discussion on the Digital Strategy.

Agenda Item 6 – Zero Tolerance Policy to Racism in Wales

Patience Bentu, from Race Council Cymru, delivered an update on the Zero Tolerance to Racism in Wales Campaign. This is being delivered in partnership with Welsh Government, Wales TUC and All Wales Regional Community Cohesion Departments.

The campaign, #ZeroRacismWales, calls on all organisations and individuals to commit to taking a stand against racism and to deliver a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included.

This is the first step towards Race Council Cymru's long-term ambition to deliver a workable Race Equality Charter for Wales within 2 years. Forum members and their organisation are encouraged to sign up – including Welsh Government.

Agenda Item 7 – AOB

Dr Sibani Roy led a discussion on Equal Rights for European settlers in post Brexit Britain to begin with inclusion in the Covid-19 priority vaccination list.

There was no other business.

Conclusion

The Deputy Minister thanked all for their attendance, informed members that the next meeting would be on Monday February 22 2021, and concluded the meeting.