

16 January 2023

Dear

ATISN 16976 - Women of Covid

Thank you for your freedom of information request which I received on 15 December 2022. You asked for:

1. A copy of the review report commissioned by Welsh Government following the Women of Covid campaign and all drafts.
 2. If the government is refusing to release the report and the interview notes, is there an opportunity to see a redacted version of the report without personally identifiable data under GDPR given your reasoning in June 15th.
 3. Will the government consider publishing an abridged and redacted list of failures that were found in the Women of Covid19 campaign?
 4. The strategic equality impact assessment for the report documentation.
 5. Recorded information that shows how we plan to hold organisations overall "to account" around "diversity and inclusion"?
 - 5.1 Any recorded information on how the Welsh government plans to hold organisations "to account" in general.
 - 5.2 In FOI release 16051, Doc 2 provides details of a briefing which says 'Recommendation 1.7 of the Women of Covid campaign review asks the Welsh Government to hold all organisations who receive government funds to account in line with their stated plan for diversity & inclusion as part of the continued funding arrangements'.
- Does a failure of the government to disclose how they plan to hold these organisations to account mean that the government agrees with the actions of Chwarae Teg and Women's Aid, in failing to tell the BAME community how you will regulate ethnicity, race, faith, religion, caste, and other protected characteristics under the Equality Act 2010, and the public sector equality duty?
6. Does a failure of the government on a previous occasion to disclose how they plan to hold these organisations to account mean that the government agrees with the actions of Chwarae Teg and Women's Aid, in failing to tell the BAME community how you will regulate ethnicity, race, faith, religion, caste, and other protected characteristics under the Equality Act 2010, and the public sector equality duty?
 7. What % of the Equality Unit is BAME?
 8. What % of the writers of the report are BAME?
 9. Has Maria Mesa seen the report?

- 9.1 Have any of the BAME women who have raised the complaint with the government seen the report?
- 9.2 When will the Diverse Women of Wales receive a copy of the report to fact check report, as the government has passed a copy to Women's Aid who were able to see this document?
10. How much money is in the Equality and Inclusion budget to account for writing reports on racism and a lack of representation because of a lack of due regard?
- 10.1 What would this money have been spent on, if it was not spent on this?
11. How will contact with ethnic minority groups be conducted? By whom?
12. How many times did the Welsh government meet with Chwarae Teg and other organisations about this report?
13. How many reports similar to this report on institutional equality failings has the government undertaken since 2012?
14. The definitions of diverse and diversity that we use for officially funded work on race and ethnicity, and where this information can be found.
15. How much money have we given to Welsh Women's Aid from 2010? Please provide this year on year.
16. In the PDF document that the Welsh government has provided in a previous FOI (16051), Chwarae Teg has not provided a list of "BAME led" organisations and "non-BAME" led organisations that were involved in the Gender Equality Review. On what page can this be found?
17. How much money have we given to Chwarae Teg from 2010? Please provide this year on year.
18. Has the Welsh government considered diverting funding from organisations who have failed in their due regard?
19. How much money have we spent on reports on the regulation of ethnicity and race at organisations subject to PSED?

For the remainder of this letter, it's important to note that The Freedom of Information Act gives individuals a right of access to recorded information held by a public authority at the time the request was received. It does not require an authority such as the Welsh Government to provide views or opinions where those views are not already recorded. This is confirmed by the Information Commissioner's guidance 'The Guide to Freedom of Information', page 7:

"The Act does not cover information that is in someone's head. If a member of the public asks for information, you only have to provide information you already have in recorded form. You do not have to create new information or find the answer to a question from staff who may happen to know it."

To that end, we regard questions 1, 4, 5, 5.1, 7, 8, 9, 9.1, 10, 12, 13, 14, 15, 17 and 19 as requests for recorded information. I can confirm that Welsh Government holds certain information of that description and a copy of the information I have decided to release is enclosed at Annex 1.

I have decided that some of the information in the enclosed list is exempt from disclosure under section 41 of the Freedom of Information Act and is therefore withheld. The reasons for applying this exemption are set out in full at Annex 2 to this letter.

Some of the information requested is also exempt under section 12 of the Freedom of Information Act - Cost of compliance exceeds the appropriate limit and section 21 of the Act - Information accessible to applicant by other means. I have highlighted where this is the case. These are absolute exemptions and are not subject to the public interest test.

Next steps

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

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.

As questions, 2, 3, 5.2, 6, 9.2, 10.1, 11, 16 and 18 are not regarded as requests for recorded information and are, instead, seeking opinion and explanations they do not fall to be answered under the Freedom of Information Act. However, we have provided responses to these questions at Annex 3, in addition to the recorded information provided in Annex 1.

Yours sincerely

Annex 1

Information Requested	Our response
1. A copy of the review report commissioned by Welsh Government following the Women of Covid campaign and all drafts.	See Annex 2.
4. The strategic equality impact assessment for the report documentation.	The report was undertaken by an independent reviewer. We do not hold this information.
5. Recorded information that shows how we plan to hold organisations overall "to account" around "diversity and inclusion"?	<p>In our response to your previous FOI, we provided an extract from a briefing dated 21/12/21 to the Minister for Social Justice from the Communities Division which provided information relating to how the Welsh Government plans to hold organisations 'to account'. This was published on the Welsh Government website – see Doc 2 of FOI release 16051: Diverse Women of Wales report GOV.WALES</p> <p>One of the standard terms and conditions in Welsh Government grant awards is as follows:</p> <p><i>“You must have in place and apply equality policies covering employment, use of volunteers and provision of services, in accordance with the Equality Act 2010.”</i></p> <p>Compliance with this and other grants terms and conditions is the responsibility of the team awarding the grant.</p> <p>The Welsh Government's External Assurance Panel oversees issues raised in relation to recipients of our grants funding.</p> <p>Consideration is being given as to whether there is further guidance which we can give to our grant recipients - and teams responsible for funding - to assist them to comply in this area with the terms of our funding.</p>
5.1 Any recorded information on how the Welsh government plans to hold organisations "to account" in general.	The Welsh Government gives out in excess of 11,000 grant awards each year. The grants are awarded in line with a series of terms of conditions and it is the responsibility of the officials who manage each of these grants to ensure that

	<p>organisations comply with these and take action if this is not the case.</p> <p>Our response to Q5 includes details of how organisations are held to account via the terms and conditions of their grant funding.</p>
7. What % of the Equality Unit is BAME?	<p>We publish equality and diversity information relating to Welsh Government as an employer. The latest information can be found here: Annual Employer Equality Report 2020-2021 (gov.wales)</p> <p>We are currently exploring what further information can be released in respect of this question. We will provide a fuller response as soon as we are in a position to do so.</p>
8. What % of the writers of the report are BAME?	The reviewer and author of the report was a Black, Asian and Minority Ethnic person.
9. Has Maria Mesa seen the report?	Maria Mesa has not been provided with a copy of the report by Welsh Government.
9.1 Have any of the BAME women who have raised the complaint with the government seen the report?	The women who raised the complaint have not been provided with a copy of the report by Welsh Government.
10. How much money is in the Equality and Inclusion budget to account for writing reports on racism and a lack of representation because of a lack of due regard?	<p>We do not hold this information.</p> <p>The Equality and Inclusion budget did not include a specific allocation for this purpose.</p>
12. How many times did the Welsh government meet with Chwarae Teg and other organisations about this report?	<p>Following the production of the report, Welsh Government met Chwarae Teg twice to discuss the report. The follow up to the report will also have informed routine engagement with Chwarae Teg.</p> <p>Welsh Government met Welsh Women's Aid once to discuss the report specifically and it has also been touched upon in routine engagement.</p> <p>Welsh Government also met representatives of the Diverse Women of Wales to discuss the report.</p>
13. How many reports similar to this report on institutional equality failings has the government undertaken since 2012?	From my preliminary assessment I estimate that it will cost more than the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 to answer your

To conduct a search of this kind across every type of organisation that Welsh Government has funded since 2012 would take a significant amount of time. We therefore asked you to specify the type of organisation or sector that Welsh Government funds that we should include in the search.

You provided the following clarification to us on 22 December 2022:

Yes, this is meant to mean reports that the government has commissioned on organisations they fund relating to actual or alleged institutional equality failings where there has been a failure of regulation of the public sector equality duty in Welsh government funded organisations. For example, how many organisations has the Welsh government funded who have failed in their minimum due regard under the public sector equality duty under the equality act 2010, particularly with an emphasis on organisations that serve communities who serve:

- Black, Asian, and Minority Ethnic people (such as Women's Aid, which is a generic VAWG organisation, that does some BAME-focused work, owing to the fact that some women are BAME)
- Minority faith groups
- Welsh language speakers
- Refugee and asylum seekers

request. The appropriate limit specified for central government is £600. This represents the estimated cost of it taking over 24 hours of time to determine whether we hold the information and to thereafter locate, retrieve and extract it.

As previously stated the Welsh Government gives out in excess of 11,000 grant awards each year. The grants are awarded in line with a series of terms of conditions and it is the responsibility of the officials who manage each of these grants to ensure that organisations comply with these and take action if this is not the case.

There is no central team within Welsh Government which would deal with reports of the nature you are requesting. To determine whether Welsh Government holds this information would, therefore, require officials across Welsh Government to search through records for each of these grants and all the organisations which have received funding since 2012.

If we assume that on average grants are paid quarterly (though in reality some will be monthly, some bimonthly, some annually, and others are just one off) for the purposes of this exercise this equates to approximately 2,750 individual grant recipients. Even at a cursory look, of say one minute's duration, at each recipient's files, to identify whether or not we hold information that would be captured by this part of your request, would require over 45 hours work for a single year. $2750 \times 1 \text{ min} = 2750 \text{ mins} / 60 = 45\text{hrs } 50\text{mins}$. For the 10 years you have requested this would amount to at least 450hrs work. Please note that this is a conservative estimate and the work might, in reality, take considerably longer.

Consequently, I have decided not to provide you with the information you have requested under Section 12 of the Freedom of Information Act - Cost of compliance exceeds the appropriate limit.

You may wish to refine your request by narrowing its scope further by being more specific about what information you particularly wish to obtain, including any

	<p>dates or period of time relevant to the information required. If you do refine your request in this way, this will be treated as a new request.</p> <p>The Equality and Human Rights Commission is responsible for enforcing compliance with the Equality Act in Wales.</p>
<p>14. The definitions of diverse and diversity that we use for officially funded work on race and ethnicity, and where this information can be found.</p>	<p>An 'A-Z of Anti-Racism' document has been developed within Welsh Government for use by Welsh Government officials in conjunction with the terminology and definitions used as part of the Anti-Racist Wales Action Plan (ARWAP) and the bespoke Welsh Government 'Conversations on Anti-racism' training programme. This document was co-produced and agreed by the Anti-Racist Wales Action Plan team, with advice from the Plan's Steering Group, The Minority Ethnic Staff Network (MESN) and HR colleagues.</p> <p>'Diversity' is defined as follows within the document:</p> <p>This refers to having a mix of people with different protected characteristics as set out in the Equality Act 2010. It can also include having a mix of people with different personal characteristics for example neurodiversity, socio-economic background and place of work.</p> <p>The document does not include a definition of 'diverse'.</p> <p>The full document is included at Annex 4.</p>
<p>15. How much money have we given to Welsh Women's Aid from 2010? Please provide this year on year.</p>	<p>We provided you with this information for the years 2010/11 – 2021/22 at Doc 4 of FOI release 16051: Diverse Women of Wales report GOV.WALES which has been published on the Welsh Government website. We have, therefore, only considered the 2022/23 financial year under the current request.</p> <p>Welsh Women's Aid has received £1,027,234.04 from Welsh Government for the 2022/23 financial year.</p>

<p>17. How much money have we given to Chwarae Teg from 2010? Please provide this year on year.</p>	<p>We provided you with this information for the years 2010/11 – 2021/22 at Doc 5 of FOI release 16051: Diverse Women of Wales report GOV.WALES which has been published on the Welsh Government website. We have, therefore, only considered the 2022/23 financial year under the current request.</p> <p>Chwarae Teg has received £262,385.37 from Welsh Government for the 2022/23 financial year.</p>
<p>19. How much money have we spent on reports on the regulation of ethnicity and race at organisations subject to PSED?</p>	<p>We do not hold this information.</p> <p>The Equality and Human Rights Commission is responsible for enforcing compliance with the Equality Act in Wales.</p>

Annex 2

The Freedom of information Act provides a right for anyone to ask a public authority to make requested information available to the wider public. As the release of requested information is to the world, not just the requester, public authorities need to consider the effects of making the information freely available to everybody. Any personal interest the requester has for accessing the information cannot override those wider considerations.

I have decided to withhold the following information under section 41 of the Freedom of Information Act:

1. A copy of the review report commissioned by Welsh Government following the Women of Covid campaign and all drafts.

This Annex sets out the reasons for the engagement of Section 41 of the Freedom of Information Act.

Engagement of section 41 of the Freedom of Information Act

Section 41(1) of the Freedom of Information Act covers information provided in confidence.

Section 41(1) states:

(1) *“Information is exempt information if –*

a) it was obtained by the public authority from any other person (including another public authority), and

b) the disclosure of the information to the public (otherwise than under this Act) by the public authority holding it would constitute a breach of confidence actionable by that or any other person.”

Section 41 is an absolute exemption and is not, therefore, subject to the public interest test. For the purposes of s41(1)(a), I can confirm that the information has been provided to Welsh Government by a third party.

‘Confidential’ is not defined in the Act; it’s a common law concept and the test of confidentiality involves determining whether information was obtained in confidence, whether the information has the necessary ‘quality of confidence’ and whether its disclosure would constitute an actionable breach of confidence. For the purposes of s41 a breach will always be actionable if:

- the information has the necessary quality of confidence;
- the information was imparted in circumstances importing an obligation of confidence; and
- there was an unauthorised use of the information to the detriment of the confider (the element of detriment is not always necessary).

This three stage test is taken from the case of *Coco v Clarke*. For the information in question the Welsh Government believes it has the necessary ‘quality of confidence’, the information is not otherwise accessible and it is not trivial. This review was commissioned in response to a complaint received by Welsh Government. The organisations involved participated in the review voluntarily in order to learn lessons for the future, and provided information in confidence to support the reviewer in their work with no expectation that it would be put into the public domain.

We have decided to withhold the report and all drafts from being released into the public domain as they contain information that was provided in confidence by 3rd parties. Welsh Government is working with the complainants and the organisations involved to address the report's recommendations and to outline next steps.

It is our concern that were the Welsh Government to release the information requested and breach the confidence of the 3rd parties involved, it may prevent these and other organisations from participating in voluntary reviews such as these in the future. This would have negative consequences on our ability to process complaints and seek resolution to issues and concerns.

Annex 3

Information Requested	Our response
<p>2. If the government is refusing to release the report and the interview notes, is there an opportunity to see a redacted version of the report without personally identifiable data under GDPR given your reasoning in June 15th.</p>	<p>This review was commissioned in response to a complaint received by Welsh Government. The organisations involved participated in the review voluntarily in order to learn lessons for the future, and provided information in confidence to support the reviewer in their work with no expectation that it would be put into the public domain.</p> <p>We have decided to withhold the report from being released into the public domain as it contains information that was provided in confidence by 3rd parties. Welsh Government is working with the complainants and the organisations involved to address the report's recommendations and to outline next steps.</p> <p>It is our concern that, were the Welsh Government to release the information requested – even if some information were redacted - it would breach the confidence of the 3rd parties involved and it may prevent these and other organisations from participating in voluntary reviews such as these in the future. This would have negative consequences on our ability to process complaints and seek resolution to issues and concerns.</p>
<p>3. Will the government consider publishing an abridged and redacted list of failures that were found in the Women of Covid19 campaign?</p>	<p>This review was commissioned in response to a complaint received by Welsh Government. The organisations involved participated in the review voluntarily in order to learn lessons for the future, and provided information in confidence to support the reviewer in their work with no expectation that it would be put into the public domain.</p> <p>We have decided to withhold the report and all drafts from being released into the public domain as they contain information that was provided in confidence by 3rd parties. Welsh Government is working with the complainants and the organisations involved to address the</p>

	<p>report's recommendations and to outline next steps.</p> <p>It is our concern that, were the Welsh Government to release the information requested – even if some information was abridged and/or redacted – it would breach the confidence of the 3rd parties involved and it may prevent these and other organisations from participating in voluntary reviews such as these in the future. This would have negative consequences on our ability to process complaints and seek resolution to issues and concerns.</p>
<p>5.2 In FOI release 16051, Doc 2 provides details of a briefing which says 'Recommendation 1.7 of the Women of Covid campaign review asks the Welsh Government to hold all organisations who receive government funds to account in line with their stated plan for diversity & inclusion as part of the continued funding arrangements'.</p> <p>Does a failure of the government to disclose how they plan to hold these organisations to account mean that the government agrees with the actions of Chwarae Teg and Women's Aid, in failing to tell the BAME community how you will regulate ethnicity, race, faith, religion, caste, and other protected characteristics under the Equality Act 2010, and the public sector equality duty?</p>	<p>In our response to your previous FOI, we provided an extract from a briefing dated 21/12/21 to the Minister for Social Justice from the Communities Division which provided information relating to how the Welsh Government plans to hold these organisations 'to account'. This was published on the Welsh Government website – see Doc 2 of FOI release 16051: Diverse Women of Wales report GOV.WALES</p>
<p>6. Does a failure of the government on a previous occasion to disclose how they plan to hold these organisations to account mean that the government agrees with the actions of Chwarae Teg and Women's Aid, in failing to tell the BAME community how you will regulate ethnicity, race, faith, religion, caste, and other protected characteristics under the Equality Act 2010, and the public sector equality duty?</p>	<p>The following action is included in the Anti Racist Wales Action Plan and I include it here to reflect the policy intentions of the Welsh Government going forward:</p> <p>Embed ways of working to tackle racism</p> <p>Goal: To ensure all organisations we sponsor and fund commit to at least meet the minimum requirements of the duties in the Equality Act 2010.</p> <p>Actions</p> <p>Use all levers available to embed anti-racist approaches throughout the public sector including:</p> <ul style="list-style-type: none"> • remit letters

	<ul style="list-style-type: none"> • funding • performance reviews • guidance • legislation <p>Ensure grants and procurement process are anti-racist.</p> <p>Use conditions of grants and procurement to incentivise other organisations to improve leadership and representation and anti-racism more generally.</p> <p>Outputs Published anti-racist statements and action plans for all funded organisations and their delivery partners.</p> <p>All levers and enablers has to tackle institutional racism identified.</p> <p>Impact A Welsh Public Service that better reflects the communities it serves with services that meet the needs of all.</p> <p>Further information on the Anti Racist Wales Action Plan can be found via the attached link: Anti-racist Wales Action Plan GOV.WALES</p>
<p>9.2 When will the Diverse Women of Wales receive a copy of the report to fact check report, as the government has passed a copy to Women's Aid who were able to see this document?</p>	<p>In the response to your previous FOI request, we provided an excerpt from the Terms of Reference for the Review.</p> <p>This detailed that Chwarae Teg and Welsh Women's Aid would be issued with a copy of the report, for fact-checking and clarification purposes.</p> <p>This information was published on the Welsh Government website – see Doc 1 of FOI release 16051: Diverse Women of Wales report GOV.WALES).</p> <p>Welsh Government has written to the Diverse Women of Wales in relation to their request to have sight of the report.</p>
<p>10.1 What would this money have been spent on, if it was not spent on this?</p>	<p>We do not hold this information.</p> <p>As explained in the response to point 10, the Equality and Inclusion budget did not include an allocation specifically for the writing of reports on racism and a lack of</p>

	<p>representation because of a lack of due regard.</p>
<p>11. How will contact with ethnic minority groups be conducted? By whom?</p>	<p>Welsh Government has a range of arrangements to engage with Black, Asian and Minority Ethnic Groups and these are being further developed in line with actions in the Anti-Racist Wales Action Plan.</p> <p>Arrangements for engagement with Black, Asian and Minority Ethnic people include:</p> <ul style="list-style-type: none"> • Wales Race Forum – Wales Race Forum GOV.WALES • Anti-Racist Wales Action Plan Accountability Group – members have been appointed via an open application process and the group will meet for the first time at the end of January • Funding for specific organisations including EYST and Women Connect First and funding for specific activities such as Black History Wales 365 • Ad hoc engagement with organisations, community groups and individuals by Ministers and officials <p>In line with the commitment in the Anti-Racist Wales Action Plan, Welsh Government will be putting in place arrangements for direct engagement at regional level with Black, Asian and Minority Ethnic people in the next financial year.</p> <p>In addition, there are sector specific arrangements in other policy areas, for example in education, health and culture, heritage and sport.</p>
<p>16. In the PDF document that the Welsh government has provided in a previous FOI (16051), Chwarae Teg has not provided a list of "BAME led" organisations and "non-BAME" led organisations that were involved in the Gender Equality Review. On what page can this be found?</p>	<p>As detailed in your previous FOI, information regarding stakeholders in the Gender Equality Review is exempt under section 21 of the Act – Information accessible to applicant by other means. Details can be found on page 49 of the Gender-Equality-a-roadmap-for-Wales.pdf (chwaraeteg.com) which is published on the Chwarae Teg website. The stakeholders have been listed alphabetically.</p>

<p>18. Has the Welsh government considered diverting funding from organisations who have failed in their due regard?</p>	<p>The Welsh Government gives out in excess of 11,000 grant awards each year. The grants are awarded in line with a series of terms of conditions and it is the responsibility of the officials who manage each of these grants to ensure that organisations comply with these and take action if this is not the case.</p>
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Annex 4

A-Z of Anti-Racism

This A-Z has been developed within Welsh Government, for use by Welsh Government officials in conjunction with the terminology and definitions used as part of the Anti-Racist Wales Action Plan (ARWAP) and the bespoke Welsh Government 'Conversations on Anti-racism' training programme. This document was co-produced and agreed by authors of the Anti-Racist Wales Action Plan, The Minority Ethnic Staff Network (MESN) and HR colleagues.

anti-racism (Welsh: gwrth-hiliaeth)	Actively identifying and eradicating the systems, structures and processes that produce radically differential outcomes for ethnic minority groups. It involves acknowledging that even when we do not regard ourselves as 'racist' we can, by doing nothing, be complicit in allowing racism to continue. In the workplace this can include challenging publicly or privately racist comments, ensuring Black, Asian and Minority Ethnic People are included as speakers, ensuring Black, Asian and Minority Ethnic organisations apply for grants. An anti-racist approach also puts emphasis on White people educating themselves about racism rather than expecting Black, Asian and Minority Ethnic people to do this for them.
antisemitism (Welsh: gwrthsemitiaeth)	Welsh Government has adopted the International Holocaust Remembrance Alliance's working definition of antisemitism which is "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities." Jewish identity is defined as a protected characteristic on the basis of ethnic (as well as religious) identity under the Equality Act 2010 What is antisemitism? IHRA (holocaustremembrance.com)
Asian (Welsh: Asiaidd)	Includes people whose heritage is from India, Pakistan, Bangladesh, China, Japan and other Asian countries.
assimilation (Welsh: cymathu)	Refers to a minority community taking on all aspects of the culture of the majority community. It's often used when talking about immigration and can refer to a loss of language, customs and religion of the "minority" groups and so suggesting that it is less important and valuable.
Black, Asian and Minority Ethnic (BAME or BME) (Welsh: Du, Duw, a Duw)	Widely contested terms to describe and categorise mostly non-White groups by government and other official institutions. Initially BME was the more popular term but because this ignored people of Asian heritage,

Asiaidd ac Ethnig Leiafrifol, BAME or BME)	BAME became more widely used. After discussions with our own staff and with stakeholders during the development of 'An Anti-racist Wales- A plan for Wales', Welsh Government no longer uses the acronym 'BAME' in its communications and content. Instead, the full phrase 'Black, Asian and Minority Ethnic' is required. For any subsequent references within the same communication 'ethnic minority' or 'ethnic minority people' is then used.
Black (Welsh: Du)	People of African descent. However some Asian people identify as Black; a political stance that signals that they will not be separated on the basis of different colour tones and stand together to fight racism.
BLM	Abbreviation of Black Lives Matter. The UK Black Lives Matter movement defines "we stand together as a social civil rights movement in solidarity in the UK and across the globe to change the world. We kneel together for peace and unities asserting Black lives matter, and that Black people are treated as humanely and as fairly as White people". Some people argue that using the term and hashtag Black lives matter demonstrates support for the US organisation of the same name which has been said to have links with Marxism but the UK organisation is clear that it has no links with the US organisation.
code switching (Welsh: cyfnewid cod)	Using different dialects, accents, language combinations, and mannerisms within different social groups in order to project a particular identity.
colourism (Welsh: lliwiaeth)	Prejudice or discrimination against someone because of the darkness of their skin tone
ethnic minority (Welsh: <i>as a noun phrase</i> : lleiafrif ethnig; <i>as an adjectival phrase</i> : ethnig lleiafrifol/ethnig leiafrifol)	Refers to racial and ethnic groups who are in a minority in the population. This term may be a noun phrase (eg "She belongs to an <i>ethnic minority</i> ") or an adjectival phrase (eg "He belongs to an <i>ethnic minority community</i> "). In the UK this includes Gypsies and Travellers who are White. This term differs from minority ethnic which signals that the groups that may be considered to be minorities in the UK are actually majorities at a global level. "Minority ethnic" can only be an adjectival phrase (eg "He belongs to a <i>minority ethnic community</i> "). Note that in Welsh, it is recommended that the adjectival phrases "minority ethnic" and "ethnic minority" are translated in the same way ("ethnig lleiafrifol"; eg "Mae'n perthyn i gymuned ethnig leiafrifol"), which emphasises ethnicity rather than minority status. The noun phrase "ethnic minority" has a different translation ("lleiafrif ethnig").
ethnicity (Welsh: ethnigrwydd)	Refers to long shared cultural experiences, religious practices, traditions, ancestry, language, dialect or

	national origins (for example, African-Caribbean, Indian, Irish and Traveller).
integration (Welsh: integreiddio)	Refers to ensuring that Black, Asian and Minority Ethnic people have equal opportunities and equal outcomes and the culture of a community is one which draws on diverse traditions.
intersectionality (Welsh: croestoriadedd)	Refers to the fact that people from Black, Asian and Minority Ethnic groups also have other protected and personal characteristics (e.g. gender, sexual orientation, migration status, religion/faith, disability) which influence their experience, needs and outcomes. The concept was introduced by Professor Kimberlé Crenshaw to articulate the ways in which multiple, disadvantaged identities, namely race and gender, simultaneously converge, and negatively impact upon lived experiences.
lived experience (Welsh: profiad bywyd)	This values the experience of people above those who have a theoretical knowledge of an experience. For example when developing policy (e.g. a scheme to encourage more ethnic minority people to take up cycling as a form of exercise) we need to test it with a variety of ethnic minority people who will have lived experience of the barriers and issues which have prevented many ethnic minority people (from cycling). It's important to engage with a number of people with lived experience as we shouldn't expect one person to represent people of different genders, ethnicities and ages (for example).
micro-aggression (Welsh: microyмосodiad)	Refers to small, apparently innocuous ways in which Black, Asian and Minority Ethnic people can be treated differently e.g. incorrectly pronouncing a name, not including ethnic minority people in conversation, asking someone where they are 'really' from. Being on the receiving end of micro-aggressions has a cumulative effect over time which can impact on an ethnic minority person's mental health.
minority ethnic (Welsh: ethnig lleiafrifol/ethnig leiafrifol)	See the earlier definition for 'ethnic minority'. Some people prefer the term 'minority ethnic' because it recognises that everyone has an ethnicity and that in terms of the population of the world they are in the majority. "Minority ethnic" can only be an adjectival phrase (eg "He belongs to a <i>minority ethnic</i> community"). Note that in Welsh, it is recommended that the adjectival phrases "minority ethnic" and "ethnic minority" are both translated in the same way ("ethnig lleiafrifol"), which emphasises ethnicity rather than minority status.
minoritised – ethnic (Welsh: lleiafrifedig – ethnig)	Recognises that groups have been minoritised through social processes of power rather than just existing in distinct numerical minorities. It also reflects the fact that

	ethnic groups which are in the minority in the UK are in the majority in the global population.
multi-culturalism (Welsh: amlddiwylliannaeth)	Can refer to encouraging different cultures to keep their own values and cultures on the one hand and denying the experience of racism on the other. This can have positive outcomes of tolerance and diversity and negatives outcomes of racism, separation, segregation and intolerance. Alternatively it can mean promoting a culture in which different communities share and borrow from each other to transfer both resulting in positive, vibrant communities. Historically simply celebrating different cultures and traditions – sharing food, cultures and arts for example, has not improved the lives of ethnic minority people.
people of colour (Welsh: pobl o liw)	A term popular in the USA and increasing in popularity in the UK. Some see it as a more positive phrase than using BAME or BME but others see it as generalising people in the same way that BAME and BME do.
prejudice (Welsh: rhagfarn)	A pre-conceived opinion/view about someone which can affect how an individual treats someone who is from a different ethnic background.
power (Welsh: grym)	Anyone who is able to influence others, either formally or informally. A definition of racism first published in 1970 and used by recent anti-racism authors is that 'racism= prejudice plus power'
race (Welsh: hil)	Refers to a way of categorising people on their appearance. It is a social construct based on White supremacy and efforts to prove biological supremacy. In the Equality Act 2010, the protected characteristic of 'race' is defined as including colour, ethnic or national origin, or nationality.
race equality (Welsh: cydraddoldeb hil)	Refers to equal opportunities and equal outcomes for people, regardless of their race. This approach also has not historically benefitted ethnic minority people as it has been seen to focus on opportunity more than outcomes and is not active in the way anti-racism is.
racism (Welsh: hiliaeth)	This can mean treating someone differently because of the colour of their skin or because their ethnicity is different to yours. There can be racism against white people. For example Gypsies, Roma, Travellers and Jews can be white and can also suffer racism It is also worth noting that racism continues to have overt as well as covert manifestations, and can be violent. "An Anti-racist Wales, a plan for Wales" highlights that while we must continue to stand against overt and violent forms of racism, we must also be aware of subtle everyday behaviours which are pernicious in their impact."

<p>historical racism (Welsh: hiliaeth hanesyddol)</p>	<p>Has to do with the specific histories of domination and subordination of groups in any given society. Different societies have different histories of conquest and domination, and so patterns of racialisation are distinct, if overlapping. In the US, the specific history of people of African descent means that to this day African Americans experience a distinct form of racialisation from Native Americans, from Roma in Europe and from Asians in Britain, for example. These histories impact on the position of groups in societies today because they continue to be reflected in the structures and institutions of those societies, in their laws and legacies, and in the language and cultural attitudes which persist</p>
<p>individual/Interpersonal racism (Welsh: hiliaeth unigolion/rhyngpersonol)</p>	<p>Is the term which covers the forms of racism which most people commonly understand as racism because they are the most visible. It covers all interactions or behaviour between individuals that are racist or have racist content. The term interpersonal racism covers a range of types of racist incidents, from “microaggressions” to racist name-calling and racial bullying and harassment, to discrimination and racist hate crimes. Although incidents of interpersonal racism will be the most commonly recognised forms of racism, they happen because of the wider context of the historical, institutional and structural racism of society. The impacts they cause are magnified because they reinforce and are reinforced by the wider structures of racism.</p>
<p>institutional racism (Welsh: hiliaeth sefydliadol)</p>	<p>Refers to the way institutions discriminate against certain groups, whether intentionally or not, and to their failure to have in place policies that prevent discrimination or discriminatory behaviour. It can be found in processes, attitudes and behaviours which lead to discrimination through unintentional prejudice, ignorance, thoughtlessness, unconscious bias and racist stereotyping which disadvantages ethnic minority people. It can also refer to the failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. The McPherson report of 1999 defines institutional racism as “the collective failure of an organization to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin”.</p>
<p>structural racism (Welsh: hiliaeth strwythurol)</p>	<p>Sometimes called societal racism, refers to the fact that society is structured in a way that excludes Black, Asian and Minority Ethnic people from having equal life outcomes in for example health, education, death rates,</p>

	infant mortality rates, rates of being in prison, arrest rates, employment rates etc.
White fragility (Welsh: bregusrwydd pobl Wyn)	A phrase coined by Dr Robin DiAngelo in 2011 which refers to the range of emotional responses White people can feel when taking part in conversations about race. These can range from discomfort, guilt, anger and defensiveness. It can be demonstrated by getting emotionally upset by conversations about race or by thinking that only 'bad' people are racist and that White people with progressive views couldn't possibly be racist. If a White person reacts in any of the ways listed it can have the effect of shutting down the conversation on race and effectively this means the status quo continues. Avoiding the topic of racism means the racism continues.
White privilege (Welsh: braint pobl Wyn)	Inherent advantages possessed by a White person which means that during their day to day life, they do not have to consider their race. Having White privilege means that you may lack privilege in other aspects of your background, for example you could be disabled or belong to a lower socio-economic group.
White saviourism (Welsh: pobl Wyn fel gwaredwyr)	The tendency by White people to feel that they, and only they have the knowledge and experience to 'fix' the problems facing ethnic minority people without enabling and respecting ethnic minority people to be in control of their own destinies. It puts the White person in the role of 'hero' or 'rescuer' and the ethnic minority person as powerless.
zero-tolerance of discrimination (Welsh: dim goddefgarwch o wahaniaethu)	Refers to an organisational approach which makes it clear that all allegations of discrimination and bullying will be taken seriously and investigated. The organisation will have processes in place to ensure its policies and practices are not discriminatory. It's an essential first step for all organisations to take but on its own it will not prevent racism. It needs to go alongside an active and proactive anti-racist approach.

Equality glossary – can apply to all areas of equality

allies (Welsh: cynghreiriaid)	People who try to use their power and influence to magnify the voices of underrepresented or marginalised groups. Effective allies don't just talk about change, they take action and initiative to lead the change they want to see. Performative allies are allies only in name. Allies can share a protected characteristic with one group and still be an Ally for another. Equally, an Ally for one group may not feel
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	confident in their skills and abilities to be an Ally for a different group.
discrimination (Welsh: gwahaniaethu)	This is a legal description, set out in the Equality Act 2010, of when someone is treated unfairly because of their protected characteristic.
diversity (Welsh: amrywiaeth)	This refers to having a mix of people with different protected characteristics as set out in the Equality Act 2010. It can also include having a mix of people with different personal characteristics for example neurodiversity, socio-economic background and place of work.
equality (Welsh: cydraddoldeb)	Refers to everyone having equal opportunities and being free from discrimination
equity (Welsh: tegwch)	refers to equality of outcome (for example putting reasonable adjustments in place so everyone has the opportunity to succeed)
harassment (Welsh: aflonyddu)	This is a legal term under the Equality Act 2010 for unwanted behaviour which you find offensive or which makes you feel intimidated or humiliated.
inclusion (Welsh: cynhwysiant)	This can be broken down into feeling a sense of belonging with an organisation, feeling that you can speak up without any sense of reprisals and feeling like you can be your authentic self in the workplace.
victimisation (Welsh: erledigaeth)	This is a legal term under the Equality Act 2010 for when you have raised concerns about discrimination against you, or someone else, and you are treated badly because of this.