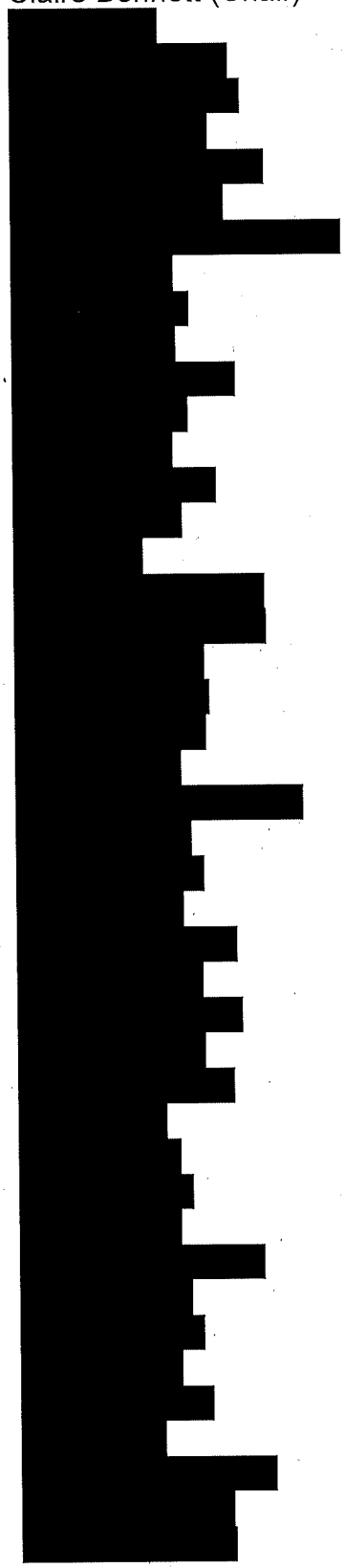
Anti-racist Wales Action Plan (ARWAP) Internal Support and Challenge Group
11:00 – 12:30, Thursday 14 July
Microsoft Teams

Attendees
Claire Bennett (Chair)



Item 1 – Welcome and Introduction

1. Attendees were welcomed to the meeting.

2. [redacted], the Head of the ARWAP Implementation Team, was introduced to those who had not already met him.

Item 2 – Where are we now?

3. Work on establishing the External Accountability Group is ongoing and a transparent recruitment process for its members is underway.

4. Suggestions were made to allow applicants to submit audio and video applications as this would enable a wider pool of people to apply. This was an approach HR adopted in appointing shadow Board members. [redacted] offered to advise ARWAP team on this.

5. There will be institutional representation as well as a diverse range of experts and representatives of various communities.

6. The first meeting of the Group is likely to take place in the autumn.

7. The Minister for Social Justice has written to public bodies and partners about the Plan and to remind them they are required to fulfil the expectations set out in it. More substantive engagement with public bodies and partners during the autumn is being considered.

8. Work around the communication plan is underway.

9. Recruitment to the implementation team is ongoing. [redacted], who has done so much for the Plan, will be leaving the team and moving to Culture, Sport and Tourism in August.

10. Work to connect the External Accountability Group with the work that justice partners are doing is underway, and considerations is being given to whether there are other opportunities for joined up working with similar structures in other areas.

ACTION: ARWAP team to seek advice from [redacted] on submitting audio and video applications.

Item 3 – Terms of Reference and ways of working

11. The Terms of Reference was shared ahead of the meeting and will be recirculated to members of the Group.

12. Members are invited to review the Terms of Reference and identify where there may be common areas where policy areas can work together. Joint working between policy areas to solve common problems is welcome - this is one of the key purposes of the Internal Support and Challenge Group.

13. The scope to draw together work across equality strands was highlighted. It was noted that the Strategic Equality Plan would provide an opportunity to address common issues together but we would need to retain the specific focus on each equality strand too.

14. The overarching purpose of this Group is to ensure progress towards an anti-racist Wales and embedding an anti-racist Wales. As part of this wider focus on embedding the culture change we need to see, the group will assess progress on delivery against the goals / actions policy officials are responsible/accountable for. Policy officials will be the central point for the governance of all race-related work in the Welsh Government and will be required to respond to requests in their policy area.

15. Policy areas will be asked to develop communication plans in relation to their own areas which will form part of the implementation team's overarching communication plan.

16. The central communications team will reach out to policy areas' communication teams to help inform the development of communication plans.

ACTION: [redacted] to recirculate the Internal Support and Challenge Group Terms of Reference

Item 4 – Assessing progress on the Plan

17. Recording progress made on goals and actions is important but it is not an end in itself; how we're able to demonstrate progress towards an anti-racist Wales and what it means for people is as important.

18. Each policy area will manage their own goals and actions.

19. BIRT seems the obvious place to record progress.

20. A small group of officials will be brought together to establish a standard approach to recording progress. Those who developed BIRT and representatives from Cabinet Division should be invited to the discussion.

ACTION: ARWAP team to liaise with [redacted] and explore establishing a group to identify a common approach to recording progress on BIRT

Item 5 – Race Disparity and Equality Unit presentation

21. [redacted], Joint-Head of the Equality, Race and Disability Evidence Unit, provided an update on the Unit's work.

22. The Unit is approximately six months old and sits under Communities Division, although it also aligned to Knowledge and Analytical Services.

23. Eight people have been recruited and further recruitment is underway. Recruiting those with lived experience is a big part of this work.

24. Funding for 19 posts this year and 23 next year is in place.

25. An Equality Evidence Strategy has been developed, as has an initial list of research priorities.

26. The Unit's mission is to improve what is available in terms of equality evidence and make it more accessible and improve its quality.

27. The Unit's remit is: assess landscape and need; understand gaps; scope and develop; co-construction and lived experience; provide high-level advice, guidance and support to policy makers and more broadly; focus on the importance of quality and accessibility; provide evidence for challenge.

28. Challenges the Unit faces include: trust in data; changing existing sources; data sharing, which has improved, but is still tricky e.g. sample sizes can be small; minority populations are less visible; lack of resources and mechanisms for co-production; evidence action to impact – how do we turn evidence in to something that makes a difference?

29. [redacted] covered the work the Unit has started, what it has committed to doing and what is planned for the future.

ACTION: [redacted] to circulate [redacted] PowerPoint presentation

Item 6 – Capacity building, training needs and key expectations

30. A lot of work around equality and anti-racism training has already been undertaken, but there may be a desire for further activity in different policy areas. The Chair is keen to get a sense of peoples' priorities in this area and to identify opportunities for collaboration.

31. Education policy officials have arranged a series of 'lunch and learn' sessions, involving Welsh Government colleagues and external stakeholders. While much of what is discussed will be specific to Education and Welsh Language, invitation for the sessions will be circulated to members of this Group.

32. HR has developed a suite of training and it is hoped it will be available during the autumn once they have been piloted

33. [redacted], Equity in Education, confirmed consideration is being given to developing a Diversity Network Steering Board, which would be made of representatives from all the Welsh Government diversity networks, who can guide policy professions when they're completing Equality Impact Assessments. This could be used in the implementation of the ARWAP.

34. Relevant policy officials should give consideration should be given to publishing guides, such as anti-racist policy making, deliver, procurement etc. These could be tailored with stakeholders relevant to different policy areas.

ACTION: Circulate terminology guidance

Item 7 – Update on the External Accountability Group and ARWAP Implementation team

35. This item was covered earlier in the meeting.

Item 8 – Any other business

<u>Costing of ARWAP actions for all policy areas</u>

36. The implementation team are gathering finance information relating to costs of delivering actions for this financial year as budgets have now been set. The intention is to provide an MA to the Minister to assure her that funding is secured to deliver on the actions. Policy officials are requested to provide their finance information to the ARWAP implementation team by end of July.

37. There are some general concerns, including shrinking budgets and how we can capture the way wider budgets are being directed to support this agenda, and this should be discussed in more detail at a future meeting..

ACTION: ARWAP implementation team to add an agenda item to the next meeting to discuss costings/budgets

ACTION: Policy officials to provide the ARWAP implementation team with their detailed financial costing against the actions

Action	Lead
ARWAP implementation team to seek advice from [redacted] on submitting audio and video applications for the External Accountability Group	ARWAP implementation team/[redacted]
Recirculate the Internal Support and Challenge Group Terms of Reference	[redacted]
Explore establishing a group to identify a common approach to recording progress on goals and actions on BIRT.	ARWAP implementation team/[redacted]
Circulate the Race Disparity and Equality Unit presentation	[redacted]
Circulate guidance on terminology	[redacted]
ARWAP implementation team to add an agenda item to the next meeting to discuss costings/budgets	ARWAP implementation team
Policy officials to provide the ARWAP implementation team with their detailed financial costing against the actions	Policy officials

Anti-racist Wales Action Plan (ARWAP) Internal Support and Challenge Group
11:00 – 12:30, Thursday 15 September
Microsoft Teams

Attendees

Claire Bennett (Chair)

[redacted]

Item 1 – Welcome and Introduction

1. Attendees welcomed to the meeting.

2. There are no matters arising from last meeting.

Item 2 – Costings of ARWAP actions and budgets

3. The External Accountability Group will ask about costings and future plans. It is important we gather this information.

4. Some policy areas are awaiting information before being able to provide costings. These policy areas are invited to share costings when they're available.

5. Policy areas who are not in a position to provide costings are welcome to provide an update on where they are.

Item 3 – Action Plan and timescales

6. Some of the actions in the Plan are due to be delivered by the end of this year. At this early stage of implementation it is important to ensure these deadlines are met so to prepare us for the Accountability Group meeting in Nov.

7. Policy areas should identify those actions which are due to be delivered imminently and put any necessary measures in place to secure their completion.

8. Direct enquiries on progress coming from colleagues at Director level would be really useful. BIRT can be pointed to as a means for providing updates on progress.

Item 4 – Developing a common approach to monitoring progress (BIRT)

9. A small task and finish group has met for the first time to discuss establishing a common approach to recording progress.

10. It was agreed that BIRT would be the best place to record and monitor progress of the actions contained in the Plan.

11. Each policy area will record their own progress.

12. There will be a training session to show colleagues how to record their area's progress.

13. Training will cover how the reporting on the Plan will impact reporting on the Programme for Government.

14. Discussion was held on the issue of intersectionality and whether an agenda item needed to be taken to the Equality Leads meeting currently being coordinated by [redacted] team.

ACTION: ARWAP Implementation Team to liaise with [redacted] to arrange training sessions on recording progress in BIRT.

Item 5 – Presentations on approaching the Plan and sharing best practice

15. Hearing about the work colleagues are undertaking on ARWAP in their policy area provides an opportunity to share best practise. This will be a repeating item on the agenda.

16. [redacted], Housing & Regeneration, explained that having a dedicated resource focussing on the Plan has been very useful and is something stakeholders are pleased about.

17. Co-ordinating actions across the five divisions they cover has been the biggest challenge especially finding out who is responsible and report on relevant areas.

18. Housing plans to set up a stakeholder support and oversight group. This would allow the sector to provide insight and feed in to policy and delivery in the future. It is hoped the first meeting of the group will take place toward the end of the year.

19. [redacted], Health and Social Services Group, explained that an Internal Challenge Board has been established to focus thinking on how to implement the Plan and its actions, and to provide guidance. External members will be recruited to the Group to provide external challenge and accountability.

20. A dedicated Teams channel has been created to share updates and information.

21. Work to identify cross-cutting goals and actions continues to be undertaken to ensure duplication is avoided.

22. A priority action has been identified for each of the goals to catalyse progress in each area and demonstrate progress made against each – before the publication of the final plan.

23. [redacted] has volunteered to share his policy area related lessons learnt and challenges (best practice).

ACTION: ARWAP Implementation Team to liaise with [redacted] on setting up a "sharing best practice" group for those who lead in their division. Attendees to include [redacted]

ACTION: [redacted] will share his policy area's lessons learned and challenges (best practices) in the next meeting.

Item 6 – Comms

24. A central comms plan has been developed, but as we want to show the collective action Welsh Government is taking, each policy area will need to develop their own comms plan for their area.

25. Messaging will be coordinated and demonstrate where progress is being made.

26. We want to link in with other reports and reviews across Welsh Government. To do this and to make sure all messaging is coordinated, central comms will supply a comms tool kit to each team. This will include assets, images and key messages for social media etc.

27. Centra comms will be working with Education and Welsh Language for the Urdd's message of peace and goodwill. For 2023 the focus will be on anti-racism. Comms will be working with the Urdd to develop workshops etc.

28. Comms are looking to link with big sports events e.g. the World Cup. This will be an opportunity to demonstrate what Welsh Government are doing.

29. Central comms will be in touch with local comms teams shortly and will share a first draft of the central comms plan in October. It will be finalised by the end of November. Policy areas' comms plan will need to compliment the central plan.

ACTION: ARWAP Implementation team to share the list of policy leads with attendees.

Item 7 – Developing a (public) sector wider Anti-racist training package

30. Our Welsh Government HR team has recently piloted the following five training courses:
    a. Conversations on Anti-Racism

b. Inclusive Workplaces
c. Identifying and Understanding Micro Aggressions
d. Safe Space Conversations
e. Challenging Discriminatory Behaviour – Calling it out / Calling it in

31. These training courses will only be available to Welsh Government staff members.

32. One key action in the Plan is the development of anti-racist training for the public sector. Consideration needs to be given to whether it make sense for policy areas to come together, pool resources and develop something for across the board. There will, however, be sector-specific needs to be taken in to account.

33. We could look at EYST's training when it is available and with a view to rolling that out.

ACTION: ARWAP Implementation team and colleagues ([redacted] among others) to give consideration to arranging a mapping exercise/small task and finish group to discuss training needs of the public sector.

Item 8 – Any other business

[redacted] update

34. Governance structure: Information has been circulated on the appointment of external experts to this Group. Thank you to everyone for sending it to their stakeholders.

35. Recruitment of diversity representatives will begin shortly. Please could members share that information with stakeholders when it is received.

Summary of actions

Action	Lead
ARWAP Implementation Team to liaise with [redacted] to arrange training sessions on recording progress in BIRT.	**ARWAP Implementation Team/[redacted]**
ARWAP Implementation Team to liaise with [redacted] on setting up a "sharing best practice" group for those who lead in their division. Attendees to include [redacted],	**ARWAP Implementation Team/[redacted]**

[redacted] among others.	
[redacted] will share his policy area's lessons learned and challenges (best practices) in the next meeting.	ARWAP Implementation Team / [redacted]
ARWAP Implementation team to share the list of policy leads with attendees.	ARWAP Implementation Team
ARWAP Implementation team and colleagues ([redacted] among others) to give consideration to arranging a mapping exercise/small task and finish group to discuss training needs of the public sector.	ARWAP Implementation Team/ [redacted]

Anti-racist Wales Action Plan (ARWAP) Internal Support and Challenge Group
11:00 – 12:30, Wednesday 12 October
Microsoft Teams

Attendees

Claire Bennett (Chair)

[redacted]

Item 1 – Welcome and Introduction

1. Attendees welcomed to the meeting.

2. This Team group chat for sharing best practise, referred to at the last meeting, will be in place soon.

Action: To create an ARWAP Team group for sharing challenge / practice.

Item 2 – External Accountability Group recruitment update

3. Seven experts on anti-racism and eight diversity representatives will be recruited and will sit on the External Accountability Group (EAG).
4. In August we invited applications for the experts on anti-racism, 31 were received. The first round of interviews of those successful at the sift stage took place on Tuesday 11 October.

5. Those successful at interview will be invited to an induction session on Tuesday 15 November. Policy leads are invited to attend for 10 minutes each to discuss their work and priorities in relation to the Plan.

6. The aim is to hold the first EAG at the end of November.

7. MSJ recently met with two MSs from opposition sides to discuss ARWAP and the engagement of Black, Asian and minority ethnic communities. The following issues were raised by Altaf Hussain, MS and Mark Isherwood, MS in the meeting held on Wed 12th Oct 2022:

   - **The provision of culturally sensitive bereavement and funeral services** – relevant policy leads to consider this.
   - **Cost of living, Food Banks and culturally sensitive food provision** – relevant policy area to bring this to the attention of big providers, e.g., Russell Trust.
   - **The provision of halal/kosher and culturally appropriate food in hospitals and schools** - Health and Social Care and Education policy leads to look into this. For example, hospitals used to ask patients for their choice of food, but this is no longer available.
   - **Regional forums and the engagement of Black, Asian and Minority Ethnic people** – MSJ mentioned the regional forum that we are currently developing to expand and deepen regional dialogue with Black, Asian and Minority Ethnic people in Wales in order to support the implementation of ARWAP actions and to maintain the spirit of co-design and co-production. [redacted] is keen to know how we can link with North Wales as the focus in the past has been on the South. [redacted] offered his support in promoting the forum in North Wales and MSJ thanked him and that this will be established soon.
   - **Language barriers** – a key issue where many ethnic minority people have not been engaged or involved because of language barriers. We need to consider accessibility of language and that information is available in different languages.

8. [redacted] is keen to schedule 'lunch and learn' sessions on how to reach out properly on recruitment to the advisory group.

9. [redacted] said she is picking up the ARWAP work from a childcare perspective, and asked how best to key in to the EAG

ACTION: Share ToR of EAG

Item 3 – Anti-racism training

10. [redacted] said that internal conversations on the AR training programme have been developing in a co-production manner. A stakeholder group was setup with MESN, including authors of the Action Plan. Two pilots have been run so that training providers fully understand the message and intention. They also ran a session in May for the senior civil service.

11. Four programmes are scheduled, all fully booked. The first is on Tuesday 18 October. There are 53 people on the waiting list. Information on departments which are underrepresented can be provided following the sessions.

12. A Video-call conversation on Anti-Racism has been commissioned. It should be available the next week to be used as an advertisement for the sessions.

13. We are developing an Anti-racist hub on the intranet combining information from Let's Talk, guidance, videos, training etc. This should be in place by the end of the month supported with Comms activity.

14. The hub will be for internal use, but we should consider to what extent our material could be re-purposed to help deliver the external facing training / awareness actions across the ArWAP.

15. There will be 12 delegates on the programmes and 2 facilitators. We have limited the numbers to give people a real chance to explore the issues.

16. EYST have developed some training which they hope to run externally. We'll be meeting with them soon and will make sure messages are consistent.

Item 4 – Update on Task and Finish group – training needs of the public sector

17. The Task and Finish group met on Monday 10 October to discuss the training needs of external stakeholders.

18. The meeting agreed on the generic training approach – stage one (we need some level of consistency and to employ key principles from HR recently piloted training courses).

19. The meeting agreed to undertake a basic mapping exercise similar to the health training scoping exercise. All policy areas should complete this scoping and mapping exercise to establish the needs of their key external stakeholders and share them with the ARWAP Implementation team by 30 November.

20. We do not need a big mapping exercise but a few bullets on intentions and progress, so we clearly establish the scope of our work and where to target our resources e.g. generic / sector / themes specific etc.

21. The aim of the task and finish group is to complete the training module by March 2023, and the delivery will start in April 2023.

22. The task and finish group may also investigate the train the trainer model as well as the availability of online courses and materials.

23. Some policy areas have a target to deliver training by March 2023. A discussion about those policy areas is required outside of this meeting.

24. [redacted] mentioned that NHS Wales has a lot of resources that are suitable for a larger audience and that those resources can be made available.

25. Colleagues in Public Appointments are developing training and support. If we get all policy areas on board, we can use that resource together.

26. Some policy areas have dedicated budget resources for training. It would be helpful to establish a coordinated approach to utilising resources, commissioning, and procuring.

ACTION: All policy leads to undertake the basic training mapping exercise and share with ARWAP Implementation team by 30 November.

Item 5 – Presentation on Culture, Sport and Tourism's approach to the ARWAP

27. We have a number of goals and actions under themes of: leadership, funding, celebrating diversity, improving historical narrative, improving understanding of cultural diversity.

28. We work with sponsored bodies: Arts Council for Wales, Sports Wales, Cadw etc. and with national bodies representing regional actors e.g. Museums Federations.

29. On leadership within sponsored bodies there are ongoing conversations on increasing diversity in workforces and at board level. There is a recognition of challenges around recruitment.

30. Funding: we are in a position to identify £4.5m to deliver ARWAP related initiatives over 3 years (more like 6, as per the Co-operation Agreement) having identified work to be taken by sponsored bodies.

31. On celebrating diversity we're running other strands, including a competitive grant scheme covering local organisations. With 50 applications we are oversubscribed, which is positive. Decisions on funding awards are being made. Awards to go out by the end of the month.

32. £1.2m is assigned for a competitive grant scheme for grass roots cultural activities. Local groups can apply. Developing procurement now to find an external partner to run the scheme, hopefully live next month so the contract

can be awarded by the end of January.

33. There is ringfenced funding for 4 Community Mentors, we are in the final stages of the contractual arrangements. It's important to utilise the engagement of people with lived experience.

34. On historical narrative we've worked with Cadw following the audit of commemorations and fed into draft guidance on public commemoration. This will go out for public consultation. Sponsored bodies and internal agencies are now doing more to dedicate online spaces to promote diversity. A funding requirement for sponsored bodies enables them to ensure there is Co-curation.

35. Cadw have been working with Race Council Cymru on schools. Sports colleagues are working with Sports Wales to ensure their funding focuses on deliver Anti-racist training for their organisations.

36. We have a new digital Fast Streamer with experience in customer experience in terms of digital offer. She will be involved in our contribution.

Item 6 – Communications

37. There is a draft comms plan which evolved since the launch of the ARWAP and emphasises that a whole Government approach is needed. Have a look at the plan and if you have any comments or feedback. Please get feedback to [redacted] by 15 November.

38. We've worked with International Relations team to create an animated video about the plan.

39. Comms need time/notice to produce any work for other teams.

40. Working on Hate Crime Awareness Week, Hate Hurt Wales digital advertising has gone out which ties in with some aims of the plan.

41. Meeting with Education colleagues on cross over work. Curriculum and recruitment of ethnic minority teachers has been discussed. We've given them key messages to include in their work.

42. Met with the Urdd last week, the topic of their work for next year is Racism and Anti-Racism. This initial meeting made connections, we'll be helping by providing messaging to tie into their work.

43. The comms plan has not been shared with all local comms teams yet, it depends on existing conversations. It can be shared internally however.

ACTION: – All policy leads to feedback to [redacted] on comms plan by 15/11/22

Item 7 – Any other business

44. Opportunities in the ARWAP team are being advertised on Appoint. Please ask anyone who might be interested to look.

Item 8 – How to record progress made against ARWAP actions on BIRT

45. Due to a time shortage, this training will be arranged separately.

Summary of actions:

Action	**Lead**
ACTION: To create an ARWAP Team group for sharing challenge / practice.	ARWAP team
ACTION: Share ToR of EAG	ARWAP team
ACTION: All policy leads to undertake the basic training mapping exercise and share with ARWAP Implementation team by 30th November.	All (policy leads)
ACTION: – All policy leads to feedback to [redacted] on comms plan by 15/11/22	All (policy leads)

Anti-racist Wales Action Plan (ARWAP) Internal Support and Challenge Group

11:00 – 12:30, Thursday 17 November 2022

Microsoft Teams

Attendees

[redacted]

Stuart Evans (Chair)

[redacted]

[redacted]

Item 1. Welcome and introduction

1. Attendees were welcomed to the meeting. Technical problems prevented some from joining initially, but most people were able to resolve the issue and join.

2. Regarding previous Actions:
   - the planned Teams Group will be ready shortly.
   - the TOR has been shared and published on the WG Website
   - Final feedback on the Comms plan (due 15/11) can be sent in by tomorrow
   - Policy leads were asked to map stakeholders' training needs by 30/11

Item 2. Update on training in relation to the Anti-racist Wales Action Plan ([redacted])

3. [redacted] updated the meeting on training related to ArWAP. ARW intranet pages have been combined onto one page. Some links are not yet translated. An A-Z of Anti-racism is with translators and can be shared externally.

ACTION: All to contact [redacted] about any missing content from ARW pages

4. There is a waiting list for training courses, and plans to deliver team training, initially as a pilot. Other Government depts are interested.

5. Intersectionality is embedded in the training approach. Additional training will be on LGBT awareness, menopause, neurodiversity, intersectionality and allyship.

6. Equality Evidence Units are interested in measuring success as well as the main KAS department. The People Survey responses will also be considered.

Item 3. Presentation from the Public Appoints team ([redacted])

7. The team's goals relate to training senior leadership for regulated Boards. A pilot/contract is being assessed now with KAS, tracking attendees' progress.

8. Most training is delivered online with a high drop-out rate so the team are considering pre-recorded sessions and networking.

9. Links to Taster sessions are available:
   Near Ready Leadership https://vimeo.com/701670747
   Public Leaders of the Future https://vimeo.com/701670959

10. Those applying for Public Appointments need wider opportunities to engage with public life, mentoring, shadowing etc. Boards need to take responsibility. This is also best practice for non-regulated boards.

Item 4. Consider how we bring together public service partners on progress and to share learning (Stuart Evans)

11. Policy leads rely on external stakeholders with some of their actions in ArWAP. There is no platform for external stakeholders yet. Some depts have their own groups (Health, Education etc.).

12. We have been asked by a number of policy leads to consider how we bring together public sector partners on progress and to share learning.

13. There are a number of delivery partners, for example, HEFCW for the Higher Education actions within the ARWAP.

14. It is important for us to be up-to-date with their work without creating more meetings than necessary.

15. It was suggested to us that the external delivery partners also attend the Internal Support and Challenge Group meeting. However, we don't think this would be the right forum for them to join.

16. We think the scope of this group is much wider than the respective delivery partners' interests and that the focus would not be quite right for them.

17. We, therefore, want to know about your experiences and current work practises. How do you make them aware of what is being discussed?

18. So, under this agenda item, we want to spend some time agreeing on the best approach to considering how we bring together public service partners to discuss progress and share learning.

ACTION – Policy leads to consider this and share their views in the next meeting

Item 5. Presentation on Education's approach to the ARWAP
([redacted])

19. Education had a head start following [redacted] Cynefin report in 2021. In Spring 2022 a monthly working group across Education was setup, which draws attention to FE and HE. FE had not considered Anti-Racism before.

20. Monthly Lunch and Learn sessions are open across the Directorate.

21. There is a dedicated budget for this work this year, including developing curriculum content.

22. The biggest challenge is research and the small evidence base. We hope to commission research on lived experience for future use to measure progress.

23. No bids were received from a tender via dynamic purchasing, it will be re-launched from Sell to Wales. Feedback suggested the procurement process is daunting. A creative approach is required to match lived experience with formal research requirements. KAS is supporting this.

24. [redacted] said that although many people with expertise were keen to be involved in our research (individual academics, community organisations etc.) the procurement requirements are seen as daunting, e.g. Welsh Language standards, insurance limits, cyber essentials. The procurement spec appears challenging, even signing up to Sell 2 Wales in the first place. [redacted] mentioned that during our last pre-tender event recently Welsh language standards were seen as a particular potential stumbling block.

25. [redacted] from the Childcare and Play team mentioned that they have similar work and challenges, including a budget challenge. They want to link directly with [redacted] to share notes.

26. The main issue is meeting Welsh language preferences, such as facilitating interviews in Welsh if requested. That's more of a challenge than translating documents, which can be contracted out.

27. Another challenge is the context of broader educational reform.

28. Research on capturing "lived experience," is proving very challenging. This may be due to our procurement processes, which create barriers.

29. [redacted] suggested inviting delivery partners to ISCG meetings to talk about their work on ARWAP (similarly to how divisions provide updates) to illustrate first-hand what delivery looks like on the ground.

Item 6. Comms ([redacted])

30. Thanks for feedback so far, please send final responses by Monday 21/11. A one-page version of the Comms Plan is being produced for sharing externally.

31. The Hate Hurts Wales contract has been awarded to SBW, launching early next year. Testing messaging is important considering sensitive topics.

32. Any case studies about how the ARWAP impacts people's lives are useful.

Item 7. AOB

33. Interviewing for the External Accountability Group is complete. The final list will go to the Minister before contacting successful candidates. Inductions and the first meeting are due in January.

34. Training on BIRT Monitoring is on Monday 21 at 10am, please could all policy leads attend / send a representative.

ACTION – Policy leads to attend BIRT Training

35. The most important aspect of these meetings is "challenge", the format should change from January. Feedback is positive but we need to prompt learning.

ACTIONS

Action	Lead
Colleagues to contact [redacted] if there is anything missing from the ARW pages.	**ALL**
Policy leads to attend BIRT Training	**ALL**
Policy leads to consider how we bring together public sector partners on progress and to share learning, and feed back during the next meeting.	**ALL**

INTERNAL SUPPORT AND CHALLENGE GROUP

11:00 – 12:30, Thursday 15 December 2022

Minutes

Welcome and introduction (Stuart Evans)

1.Stuart welcomed the group. The previous Minutes were accepted.

Update from the Wellbeing and Improvement Team

2. [redacted] gave an update on taking forward the ARWAP for Social Care. Social Care is delivered by Local Authorities as a statutory service, but the majority of work is commissioned out to an external partner.

3.There are 5 main areas of focus:

- Leadership: Ensuring leaders (CEOs of care providers and LA leaders) work to embody Anti-Racism in their organisations. This includes development work, training courses etc. Health are working closely with NHS boards
- Accountability: Understanding complaints and concerns regarding racist behaviour, and using this to develop recommendations. This can involve restorative approaches, then using assessments to track progress.
- Service delivery: Mapping cultural interpretation and language needs. Social workers may lack understanding. Evidence collection to ensure people receive services they need.
- Workforce: Possibly the biggest issue, involving selection and progression in LAs, de-biasing processes, education and development. Working closely with Social Care Wales, the workforce regulator developing online toolkits.
- Data and Research: Understanding what we have and working to improve. Also working with Social Care Wales which has a strategy to embody A-R.

4.The Social Care working group meets bi-monthly with delivery partners, LAs and regulators, sharing highlight reports. We hope to expand to service users and carers to get lived experience.

5.We are logging risks and concerns to keep on track towards the deadline, identifying further work needed. ARWAP is a first step, we need to continue to have an impact into future.

6. We keep a detailed spreadsheet to monitor progress, checking it at every meeting in the form of highlight reports, completed by delivery leads.

7.One challenge we have is a data gap in reporting on ethnicity. Much data is received via other bodies (LAs etc.). Service users may not be willing to share data or understand the reason why it's helpful.

8.The LA also need to be aware of the importance of data, its value, its use and why we need it. People won't share data if they can't see a clear benefit to them.

9. [redacted] said issues of trust and data came up a lot when developing the plan.

10. [redacted] said WG can lead on articulating why we're collecting Data and who we share with (and don't). Better data leads to better evidence and decision making. When speaking to LAs and Health Boards we have an opportunity to sit down and explain benefits of forms/questionnaires rather than just handing them out.

11. [redacted] said the Fair Work Forum sits on our working group and contributes. We've looked at ARWAP actions and mapped across to the recent EHRC report. We've clearly indicated where there is alignment.

12. We need data to understand how LPSs work across the piece. Common messages need to be articulated better.

13. [redacted] said now we've reached out to organisations like Race Equality First who support social care and care workers from ethnic minorities, but Trade Unions are on my action list.

14. [redacted] said we're embedding cultural change into the rationale for needing data, working through stakeholders to amplify why it's important. With the workforce race equality standard we're aligning these with the plan, a cyclical model of the plan informing data collection which informs the plan.

Bringing in Public Sector Partners ([redacted])

15. In areas where officials rely on external stakeholders, they were not sure how to engage them in our work. We decided not to invite external partners to this meeting, which is just for officials and is too broad as we cover several policy areas.

16.We need to look at a structure to engage external stakeholders (delivery partners) so that they are fully aware of decisions made here. We are going to undertake a short exercise to discuss these issues and to share learning about including public service partners. With [redacted] this week, and [redacted] last week, we hope to identify key challenges and solutions.

Feedback from groups:

Group 1.
17. We can use existing structures and have useful conversations with Health Boards and Mental Health services about ethnic minority communities. We spoke about EDTs. In the New MH strategy for Wales the ongoing focus is about embedding an approach in our work and continuing conversations.

18. We ask the NHS equality leadership network to focus on ARWAP, local delivery and how to embed a national approach. We work with NHS boards (chairs) to reflect on embedding and progressing actions from a leadership

perspective. We need them to consider it at a local level. There is a further challenge where we're looking for organisations to take on actions.

Group 2
19. A good approach for engaging the wider public sector would be an event to explain our combined approach to ARWAP delivery. Bring in others to share understanding from the beginning. Use existing relationships.

20.Make people aware of the challenges of working with LAs, and of different WG departments working with different LA officials. We need clarity on leads for specific goals and actions and a space to share challenges and good practice.

21. Social Partnership in Procurement have made some progress. But in some cases there is a clear lead, in others it's harder to find someone in a large organisation to take ownership.

Group 3
22. Good work has been done by Unions on Social Partnership. An audit on what's already been achieved would be useful. We need to keep the internal group but an external group would need some nuance owing to the breadth of partners. There are structures thanks to the social partnership work we should take advantage of.

Group 4
23. We focused on sharing good practice and challenges we face. With the different approaches that have been adopted, regulators were integral to developing social services work. With our Arms-Length bodies, museums etc. we need to build relationships and gain trust. Good work is happening across sectors.

24. [redacted] said there is an opportunity to bring together different stakeholders, we tend to divide along policy areas but this group shows we are all engaging Stakeholders, A separate forum could share challenges, guidance, best practice etc. In a culture of silos we need a more open conversation.

25. [redacted] said I'm always happy to go out and explain about data, the code of practise, trust and impartiality, data storage and security, providing reassurance and upholding high standards.

26. [redacted] mentioned an excellence network, which is worth considering.

Mapping training needs ([redacted])

27. [redacted] said we gave a deadline of 30 Nov and thanked those who responded to the request for maps of training needs.

28. We want to know 4 things
- potential training needs
- what kind of training (generic or targeted – the T&F group suggested generic AR training, but policy areas said we need targeted training (health, education etc)
- Do we need just online resources or in-person resources, or Train the Trainer – inviting people from 22 LAs to train and then deliver, build capacity and cover

workforce
- Working with preferred training providers (do we know anyone?).

Group 1
30. There was recognition for different types of training, generic training is needed but definitely specific training for health, economy, cultural competency and support, access for health services. There was recognition that we need something quickly, departments are filling gaps by using existing resources.

Group 2
31. With the Train the Trainer model we need buy-in and ownership from partners, they need to tell us what would be most effective, and start with leaders.

32. NHS board chairs were keen, we encouraged them to look at high level principles in terms of expectations in the plan, they started talking about what they were already doing and how they can develop. We need training for everyone in NHS Wales, how do we do that effectively?

Group 3
33. Looking across the 4 nations, we can replicate existing training. Face to face training is better than online, A-R is best discussed in direct conversation. Challenging conversations help us to understand the whole agenda. Train the Trainer would be the best model to shift responsibility to partners and deliver by 2030.

34. In terms of training, generic training is a start (e.g. what is A-R, key objectives) within LAs, training for staff and also councillors, Train the Trainer would be best.

Group 4
35. We distinguished between training leaders and training workforce. There has to be an inclusive environment people work in or organisations won't retain Black Asian and Minority Ethnic staff, How can you deliver efficient training and measure effect?

Comms ([redacted])

36. We are putting together concepts with [redacted] for the Hate Hurts Wales campaign. Testing groups will include ethnic minority users to ensure views are included in the concepts and also a group from Victim Support. We hope to launch in February / March with bursts throughout the year. The launch will focus on LGBT as it's LGBT History Month. Other focuses include HC Week in October.

37. We are developing guidance on diversity and inclusion in Comms to share across WG comms teams. Feedback shows there's no consistency on campaigns.

38. Thanks to those who fed back on the Comms plan, we are finalising comments to share. We have put together a 2 page summary document with links to the assets. This can be shared externally and should be ready soon.

39. We've done work on the initial phases of the plan, now we need to look at how the plan is impacting in real terms. Real life examples always work best, concepts are too vague, we need to show impact.

AOB (all)

40. [redacted] thanked all leads who helped with recruitment of External Accountability group, we have offered places to experts and diversity representatives

41. The Induction session takes place on 17 January, thanks to policy leads for agreeing to present to them on progress. If anyone wants to join we have one or two slots available, 10 mins to share what you've delivered.

42. The first External Accountability Group meeting will be on 27 January. There should be very specific and targeted discussions on policy areas. Experts can challenge us to guide delivery of ARWAP.

INTERNAL SUPPORT AND CHALLENGE GROUP

11:00 – 12:30
Thursday 26 January 2023

Microsoft Teams meeting

Minutes

1.	**Welcome and introduction** (Stuart Evans)
2.	**Comms ([redacted])**
	Below is the summary of the discussion under this agenda item: 1. We now need to use the following Comms format: - X is the issue - Y is what the plan is doing to change that A broad approach of sharing updates has been used previously but in the future Comms will contact areas where work has begun. Specific issues rather than broad discussion is more effective, using real examples. 2. Following any announcements, we'll monitor the responses to inform future work. 3. We want to setup a Comms working group (wider than ARWAP) to look at accessibility etc. across WG, working with Comms colleagues across the organisation and sharing learning. [redacted] would welcome colleagues' help with potential nominations for the membership of the Comms Working Group. 4. There is a single page Comms plan which we could share with others including Public Bodies Unit and the the public leaders' quarterly forum. 5. We welcome feedback on the anti-racist pages on the WG website and could add to them about Institutional Racism. 6. To better understand the Anti-racism agenda, it was suggested that everyone attend the five sessions offered by WG on the subject (e.g. micro-aggressions, challenging racism, etc.). [redacted] said they will consider how easy it is to find training modules on the Learning Lab. 7. Central Comms will keep divisional comms leads informed if approaching policy officials from their areas.
3.	**Group discussion on 'key challenge(s)' with the implementation of ARWAP**
	8. [redacted] divided the group into breakout rooms and asked them to consider 4 areas - Challenges engaging external stakeholders - Challenges engaging internal stakeholders - Challenges to include in the paper for the WG Leadership Board - Any other challenges outside this scope The following comments were made: <u>Room 1</u> 9. look at themes to better communicate where issues have already been covered and then provide guidance e.g. standard templates, procurement, grants, rather than dividing things up. 10. Involving the private sector, public sector is easier to influence 11. Intersection with other strategic plans across WG 12. Embedding a cultural shift and making senior leaders accountable 13. Timescales for the development process, a lot of them are on-going. The dates are not helpful for some actions 14. Coordinating internally before going external as we don't need to be going to the same people separately. 15. It's a real challenge but we need much more effective private sector engagement. We cannot achieve an anti-racist Wales if the private sector does not recognise the

	importance of this agenda and the part they have to play. An anti-racist Wales cannot rely solely on the efforts of the public sector and third sector. Room 2 16. Managing expectations – people expect things to change quickly 17. Community mentors – their wellbeing and are we looking after them the same way, support packages are required. Is support consistent? 18. Gateway – some accountability as stats from the last gateway suggest the proportion of minority ethnic people succeeding was lower than others. 19. Board memberships – there is not a big enough pool of people, getting people to apply, can we go outside of Wales and bring people from further afield 20. Future embedding – could we have a network to review projects Room 3 21. Partnerships are working well in terms of external engagement 22. With Internal understanding and support we need to set the tone and make sure there's a cultural and systemic shift 23. There are opportunities to put objectives into framework documents with external bodies 24. We need to think carefully about how we measure change, baselining and progression, qualitative and quantitative 25. The importance of impact assessments in terms of communities should be emphasised to the board. Ongoing engagement, day to day work, new policies – stressing that work would be good. Room 4 26. External groups are embedding the plan positively ([redacted] reported) 27. There is an internal challenge around the timeframe, resources and capacity 28. How do we progress public sector workforce training? 29. A need for clarity around protected characteristics to make sure different groups are not in conflict around prioritisation 30. Community mentors – focus on lived experience could risk revisiting past trauma, there needs to be mental health support
4.	**One Public Service Summit (May 2023) - ([redacted])**
	Below is the summary of key points: 31. The focus will be on the One Public Service approach in Wales, with a date of 17 May. 32. The aim is to increase understanding and to commit the leadership to actions towards ARWAP and enable leadership from across the Welsh public sector to own our vision of Wales becoming anti-racist by 2030 33. We want to engage the wider public sector to support us on the implementation of the Plan. 34. The MSJ and Perm Sec would introduce, the Deputy Police and Crime Commissioner, and Prof. Ogbonna would explain the wider vision, 35. We want a specific discussion about the meaning of Anti-racism in the context of service provision 36. We would bring in people to talk about areas of lived experience for example GRT, Women, Health etc. Then the wider public sector. 37. There will be workshops on e.g. workforce, co-production, how to support staff, and finally a panel with leaders 38. It was suggested the MSJ could chair the Public Sector Leaders' Forum and hold a session **ACTION – [redacted] and [redacted] to discuss this**

5.	**Mapping training needs ([redacted])** An opportunity to discuss this exercise and any challenges colleagues have in responding, and to share feedback from the last meeting and the way forward.
	This item was postponed to facilitate the next Group discussion.
6.	**Group discussion on our engagement with the External Accountability Group (EAG)**

39. The External Accountability Group induction took place last week, the first full meeting will take place on 27th January 2023
40. The seven experts will join the ISCG for the next meeting
41. What are your expectations for interactions between the two groups? Specifically:
    - As two separate groups?
    - As a sub-group of experts joining the internal group?

<u>Key points</u>

42. Lack of clarity so far on the role of the EAG and how they will look at 300 Actions in the plan and managed as a programme of work
43. How can they provide a constructive challenge?
44. How can they work with solutions or direct resources?
45. Will they have a public reporting and assurance role? Can we share the EAG TOR with the ISCG?
46. Honesty and constructive criticism would be welcomed
47. Critical eye is the key and continue with reality check
48. Challenge at the development stage, what we are doing now and what we are anticipating
49. We want challenge at every stage of development and delivery
50. Opportunity for continues feedback

<u>Room 1: feedback on engaging with EAG:</u>

51. Our group discussed the same themes that have already been raised by [redacted]. Greater understanding of the role and expertise of the members, sharing TOR of group, what is and isn't in scope in terms of how they could help with our work, how they will measure success - what does good look like - can they help where good hasn't been enough in different settings? Will they help with prioritisation, and also what's next - life after ARWAP - how they will help with longer term cultural change.

<u>Room 2 thoughts on engaging with the EAG:</u>

52. We'd like to be clearer on the role of the EAG and their expectations re. their role
53. We acknowledge we as officials have our own blind spots - the unknown unknowns. How can the EAG, as experts, test/challenge/influence/inform these blind spots? Will that be part of their role?
54. We would see their role as helping us to change/develop the WAY we do things, rather than the WHAT
55. Often have issues with engaging/communicating/encouraging honest answers from "hard to reach communities" (the fact that we use this term is problematic in itself!) - how can the EAG help us to be best equipped to encourage honest discussions? How can they help us to connect and build trust, building on the collaboration already shown in developing ARWAP?
56. Future meeting: would be good to agree a position/objectives for both groups to work together. Would welcome an in-person meeting/workshop in future.

Colleagues asked if we should reconsider the meeting format, and possibly have longer ISCG sessions?

7.	**BIRT Update** ([redacted])
	This will be provided as an e-mail update.
8.	**AOB** (all)
	No AOB

Cymru Wrth-hiliol An Anti-Racist Wales

Internal Support and Challenge Group Meeting 23/02/23

11:00-12:30, Microsoft Teams

Item 1: Welcome and introduction [redacted]

1 [redacted] welcomed attendees and members of the External Accountability Group (EAG), [redacted], to the meeting. Everyone introduced themselves, and apologies were noted.

2 [redacted] suggested policy officials contact the Implementation team if they want to arrange a meeting with our Experts on Anti-racism, or alternatively, wait for Usha to make connections.

Item 2: Comms [redacted]

3 Comms will be contacting different policy areas to discuss how best to promote their existing practices. Health will be first in March, then other departments will follow. They are looking for case studies, examples, announcements, or any existing work to tie into.

4 Comms are developing simple social media assets, including explanations of Anti-Racism, and highlighting existing examples of anti-racism. The design team will produce an animation for the asset bank.

The following comments were made about Comms work:

5 It's critical that messages shared with young people are clear and simple. This is an important opportunity to influence young minds as extremist groups have influence inside and outside schools.

6 UI agreed to share a piece of RCC training with Comms.

ACTION 1: [redacted] to e-mail [redacted] about RCC training materials on anti-racism for young people

7 The initial focus should be on what people can do to combat Institutional Racism. Individual responsibility must be discussed eventually but first we need to get people to engage.

8 Following the LGBTQ+ Action Plan launch and LGBTQ+ History month how can we get different plans and policy areas to interact? We should explore celebrating the ways plans complement each other and the fusion between them.

9 Success depends on how we implement the ARWAP and educate people.

10 Comms are looking for key content to share and working with other departments to amplify what's already happening.

Item 3: Discussion on Interaction between the External Accountability Group (Diversity Representatives and Experts), and Policy leads in WG.

Room 1: with [redacted]. Feedback given:

11 We need 4-5 things to focus on, "winnable issues".

12 EAG members need to help shape priority actions identified in the plan

13 We need to compare Wales with other nations and consider how we can measure/improve and learn from others e.g. NZ, Australia.

14 The NHS is an elephant in the room. Since 1948, when ethnic minorities were seen as a temporary solution, some roles were kept for white people. This has never been addressed properly and should be. This also applies to elite universities and other employers.

Room 2: [redacted]. Feedback given:

15 We began considering the experts' perspective, getting to grips with the ARWAP, sitting down with individuals to understand goals, activities, specific plans.

16 We suggested setting up smaller groups by sector (some already exist) to enable different representatives to come together.

17 We want everyone to be involved from the beginning, working with the whole group to set goals, looking at sectors in cross-cutting ways and share information.

18 RH agreed that small groups would be useful. We have individuals with lived experience in the EAG.

Room 3: [redacted]. Feedback given:

19 We need to align with partners' plans and not duplicate work. We need to bring lived experience into that collaborative space, which is a challenge.

20 There is a wide spread of people working on AR but relatively few people in each policy area. We can share learning on Impact assessments etc.

21 Data is important but we must use other resources, especially lived experience. There is a disconnect between paper policy and what's happening on the ground,

Actions:

1: [redacted] to e-mail UI about RCC training materials on anti-racism for young people

2. Challenges and opportunities - to include this as an Agenda item for the next meeting.

3: [redacted] to discuss Train the Trainer sessions with Training leads.

and the experts can help with this. We need to go beyond lists of actions to achievement.

22 We should schedule time with those with lived experience so we can have a sense-check and focus on the people we're trying to help. "Check in, call up".

23 Is there going to be some management about how we contact people?

24 [redacted] said in the first instance we will make introductions. We will also share biographies of EAG members with officials so they can make connections themselves. To use small groups consisting of policy officials, experts and our diversity representative to share ideas, challenges and solutions would be the preferred way forward.

25 We need to get away from laptops, meet people and hear about personal experience. This is invaluable for building relationships.

26 We need to build relationships in a way that isn't tokenistic. It's important that this happens across WG to mainstream equality.

27 The more engagement that we have, the more safeguarding issues we need to consider. We have a duty to ensure that staff are doing this safely and that we signpost support services as this isn't what we're here for.

Item 4: Discussion on Challenges and Opportunities

This item was postponed and will be discussed in the next meeting.

ACTION 2: To include this item as an Agenda item for the next meeting.

Item 5: AOB (all)

28 [redacted] said we are on track regarding BIRT Actions, we may miss the February deadline but everything should be in place by the end of March.

29 [redacted] said we have allocated actions on BIRT to leads, we need updates from everyone even though some work may not be completed, we need to see the direction of travel.

30 [redacted] said we had a meeting of the T&F group on Training this week, we need to arrange Train the Trainer sessions for external stakeholders, I'll discuss this with the Training leads. We will update you in the following meetings.

ACTION 3: [redacted] to discuss Train the Trainer sessions with Training leads.

INTERNAL SUPPORT AND CHALLENGE GROUP
Thursday 30 March 2023, 11:00 – 12:30

Item 1 - Welcome and introduction (Amelia John)

- Amelia John (AJ) introduced herself as interim Director.
- [redacted] introduced herself as a new senior manager in the ARWAP Implementation team.
- [redacted] introduced herself as an expert from the External Accountability Group with a specialism in extremism and hate crime.
- [redacted] introduced herself as an expert from the EAG with a specialism in the labour market.
- The previous Minutes were agreed.

Item 2 - Comms ([redacted])

The following points were made:

- A film is being made on What Anti-racism means for WG social media.
- Comms are looking for people to speak personally on experiences of racism, especially if they speak Welsh.
- Comms are working with the Urdd on the annual message of goodwill (17 May) with the theme of Anti-racism.
- Colleagues in childcare are considering possibilities for promoting A-R in that area.
- Childcare and Play are working with Diversity and Anti-racism Professional Learning (DARPL).
- Cymraeg 2050 are also working with DARPL on Welsh Language work and producing films about WL Education. Y Coleg Cymraeg Cenedlaethol have a project called Perthyn for young Welsh speakers of ethnic minority backgrounds, they held an event at the Senedd.
- [redacted] spoke about links to higher education and positive ties with Welsh heads of college in Oxford.
- There was a discussion about engagement with young people.

Item 3 - Discussion on key challenges and solutions

- The group was split into five groups to discuss two questions each.

Group 1's first question was about toolkits, grants and resources. The following feedback was given:

- We must draw on what's done well and looking at scoping, audits and best practice using materials and resources already available.
- We must be specific, and consistent in our use of language.

- Is there a time to have an audit of what's working well and scrapping measures that are not working?

Group 1's second question was about joined up working e.g. LGBTQ plan:

- WG plans exist in silos. Different plans should be equal and connected while maintaining separate identities.
- Public bodies need to change their culture rather than being dependent on grants.

Group 2's first question focused on embedding cultural shifts and making leaders accountable:

- Leaders must demonstrate progress. This will take time and we need to respect that.
- People are at different stages. Talking with colleagues is important.
- Reporting on reaching objectives doesn't necessarily mean achieving anything. Key milestones need to be met.
- There are suitable gaps in the ARWAP for policy officials to fill in/shape development. In some areas there is more information than in others.

Group 2's second question is about timescales and the 2024 target:

- The 1999 Met Police report, heralded as ground-breaking at the time, was contrasted with the Casey report, indicating lack of progress.
- How do we know we've made progress with Cultural Change, and can we include A-R in the National Survey?

Group 3's first question was on engaging the Private Sector:

- It is difficult, the private sector has different levers.
- Do we give enough advice on how to collect statistics securely (to encourage confidence in doing this).
- Raising awareness is a huge opportunity. Can WG offer accreditation and incentives?
- Can we create a network? We need dialogue with the Private Sector.
- Some private sector organisations are doing amazing work and can teach us.

Group 4's first question was about internal challenges around timeframes.

- We recognise the challenges internally and we're looking at key actions but may not have capacity to look at wider concepts in the ARWAP.
- We need time to reflect on more emotionally challenging aspects of the plan.
- There are issues around drawing on the lived experience of external stakeholders who may not have time to respond in our timeframes.
- There are issues around remuneration for external stakeholders, procurement can be complicated.
- A-R must be reflected in evaluations.
- LAs have capacity and resource issues. Not everything is in the control of the policy officials.

Group 4's second question was on progressing public sector training.

- Train the Trainer builds capacity quickly, is future proofing and cheap.
- Disadvantages including dilution of message and a possible lack of expertise dealing with challenging conversations could be countered by good material/trainer packs, and successive rounds training and evaluation.
- We need to consider how to replicate best practice.

Group 5 touched on Train the Trainer as well. The cascade model works in different areas, safeguarding etc.

- Regarding protected characteristics, there's a balance between fairness and a need for clarity to ensure groups aren't in conflict.
- No Protected Characteristic group can trump another, we need a holistic approach.
- There is a perception that we are more focused on race and ethnicity, but we need to give context.
- Comms is important. Different groups can experience barriers to service. We shouldn't shy away from the fact that A-R is a focus.
- We need to move away from Class vs Race, be more outcome focused. Less about problems, more on solutions.
- The ARWAP is huge, we need to focus on key targets and be more deliberate.
- How we work in Wales is seen as a positive. Children, young people, and communities are seen as intersectional.

Item 4 - ARWAP one year journey

- We need to articulate what's been achieved by June 2023.
- We need a discussion in the next meeting about each policy area sharing 1-4 key achievements and 1 key challenge over the last 12 months.

ACTION: Policy areas to consider 1-4 key achievements and 1 key challenge, which will be discussed during the next meeting.

- What will be the key focus between June 23 and June 24?
- What is the best way to present this? We need this information by the end of May. We can produce a draft report by the end of June.
- Expectations are rightly high, we've involved people with experience of racism in writing the plan, we need to deliver.
- It was asked if additional actions can be added to the plan or if other elements that haven't been captured should be included. Groups are approaching WG to talk about activities that aren't included on the plan.
- [redacted] confirmed that the initial 2 years focus on specific actions. If key stakeholders are doing something positive, it can be included in reporting.
- A question was asked about actions which will miss their deadline.

- [redacted] said delays will only be accepted by the EAG if there is a justification, for example external stakeholders can't deliver on time, or in some cases procurement causes delays, e.g., with co-production etc.
- A question was asked about achievements reported at a strand/directorate level.
- [redacted] said we're expecting progress reports on BIRT.
- [redacted] said the ARWAP is huge and ambitious but there are some clear issues such as HR policy and a lack of fair recruitment.
- [redacted] said the census' additional data was released by the ONS about Welsh speakers in terms of ethnicity. There was an increase of 5000 Welsh speakers from ethnic minority backgrounds.

Item 5 – AOB

- [redacted] talked about challenges with the training framework and looking at alternatives.
- 1 May is Betty Campbell Memorial Day, led by Leanne Rahman (BC's granddaughter). WG has offered £3000 and will have a stall there. We can raise our profile, and promote work on Windrush etc.

ACTION: Group to suggest ideas for the stall at this event.

Anti-racist Wales Action Plan

External Accountability Group Meeting

Friday 31 March 2023 – MS Teams

Minutes

Item 1 – Welcome and intro

- Prof Ogbonna (EO) opened the second meeting and welcomed [redacted] as a new member of the External Accountability Group.

Item 2 – Leadership and representation update

- [redacted], Chief Operating Officer ([redacted]) introduced [redacted], talked about [redacted] experience in Welsh Government (WG) in the 6 months since joining the organisation, and spoke about the following:
- The impact of the Anti-Racist Wales Action Plan on WG and the importance of implementation and leadership, through the work of the leadership group.
- Progress on the review of internal processes in view of Anti-racism.
- The launch of the new Values Framework, and the importance of the Fairness element of this. Leaders need to role model this within the organisation.
- The need to show progress in future and use the expertise of this group.
- EO thanked [redacted] and asked for questions:
- What processes will be put in place to increase recruitment, retention and promotion of ethnic minority staff? Improving WG culture is less impactful if there aren't many ethnic minority staff in the first place.
- [redacted] agreed that this is the real test. There are limits to external recruitment, but there has been positive action e.g. apprenticeships.
- [redacted] said the gateways showed improved outcomes from those with diversity characteristics. We have launched a new approach to promotion and are working towards targets.

[redacted] made the following points:

- We haven't used Positive Action in the past. We need to introduce it more and be clear about it in recruitment adverts and progression. We must show we're underrepresented in specific roles.
- The anonymised recruitment in large campaigns has helped deliver improvements. The new recruitment system Cais will facilitate this across all recruitment.
- The language used to describe roles which may be off-putting will be addressed.
- We must improve representation on recruitment panels. Training will be key; this is a behavioural shift and a societal issue. We must track the data.
- Recent progression arrangements, while receiving negative feedback, have seen improvements for disabled colleagues, partly due to reasonable adjustments.

- Getting middle managers involved and cascading down objectives is key. This is about societal change and support for G7s and SEOs is necessary to promote understanding.
- Leadership at all levels is being discussed. Change must begin with senior leaders to set objectives or it will not progress lower down. There will be a thorough review of policies and processes through an ANTI-RACIST lens.
- Working with Trade Unions will take time but there will be engagement with managers at all levels.

[redacted] made the following points:

- There was disappointment expressed on progress with WG's 2020 pledge on more diverse and inclusive leadership. Many managers from ethnic minorities tried to progress and left.
- We need clarity on the numbers of ethnic minority leaders within WG.
- WG doesn't have the necessary representation at senior levels despite slight improvement and must focus on outcomes and changing processes. Change must take place in the next year or so.

- [redacted] said the shadow board is a positive action to ensure diverse voices at our highest level, while not ideal or a final answer. One of the co-chairs of the shadow board has joined the HR leadership team.

[redacted] made the following points:

- Measures like mentoring etc. are unnecessary if unequal structures have been dismantled.
- Does 'lived experience' mean experience in anti-racism, or is it simply being an ethnic minority?
- Contractors reviewing HR policy with an anti-racist lens should be involved in upskilling policy professionals. WG seems unsure how to do this.
- What are the minimum requirements of the Equality Act and why isn't WG planning to go beyond this?
- Fairness is a nondescript term; it needs defining in practice.
- 12.2, 12.3, 12.4 are not in the updates.
- Why aren't guaranteed interviews for ethnic minority staff confirmed? Other measures could be implemented e.g. open days.

- [redacted] suggested meeting [redacted] to go through these points. He acknowledged that 'fairness' is a vague term but we need to have a conversation - specific actions in Anti-Racist Wales Action Plan are about delivering fairness.
- [redacted] suggested returning to interviews and Positive Action later.
- **ACTION: Emma Bennett agreed to take an Action to look into why certain points around leadership goals weren't updated. EB also suggested speaking to [redacted] to discuss some points.**

[redacted] raised the following comments points:

- In laying the framework for leadership, did WG identify any model organisations?
- If WG has baseline data is this available for sharing?
- Proportionate representation is important but we need to have disaggregated data so we can see how it breaks down by different racial groups.
- Diverse leadership is non-existent. HR processes are not fit for purpose. Where does the accountability lie?

Welsh Government colleagues responded:

- The Race Disparity Unit will report on data in the summer.
- The issue of HR is fundamental. There is a skills gap as line managers "deliver" HR.
- WG cannot be effective without a good evidence base. GDPR is not a barrier. we can use the silver, bronze, and gold levels to assess data, and We do not need to publish it but can still use it internally. Evidence and resources are essential to strategic change.

Other points made were:

- Distributed leadership is important, and leadership accountability must be there.
- We need to understand the barriers to advancement in anti-racism. The Met Police is a good example of how, a generation later, nothing has changed. Resistance to anti-racism must be understood.
- WG needs to think about whiteness in terms of promotions and recruitment. This is the WG's current configuration and remains invisible in WG. What are people doing to reject anti-racism and entrench whiteness?
- There is a strong business case for anti-racism and making use of people's potential.
- There was a successful positive action apprenticeship programme recently. Is WG tracking the progress of those who went through it?
- Ethnicity Pay Gap reporting would be useful for disaggregation and can be used internally only if confidentiality issues.
- What functions are ethnic minority staff performing? There are patterns where their roles aren't visible or reinforce certain stereotypes.
- South Wales Fire and Rescue trained all managers in anti-racism, not just the top level, and invited critical friendship.
- We need a sub-group on these points and there isn't enough time here.
- Accountability is very important, people are asking EAG members about the progress of the Anti-Racist Wales Action Plan. People have contributed and want to know more. Perception is important, people want hope.
- [redacted] thanked everyone and asked attendees to let him know if they want to be involved with the leadership group.
- The Permanent Secretary thanked everyone for comments agreed that WG needs to be an exemplar.

Item 4 – Forward Work Plan

- Amelia John (AJ) introduced herself as interim Director of Communities and Tackling Poverty.
  AJ summarised feedback from the EAG on the Forward Work Plan and made the following points:
  - Arrangements would be made for remuneration for additional meetings.
  - If training on how WG works would be useful for external advisors, WG is happy to arrange this.
  - The size of the group is a risk in terms of time and everyone having a chance to contribute and sub-groups may be helpful.
  - Overcoming and scaling the implementation gap is key to the success of the plan. There is a proposal for the EAG meetings to focus on one sector per meeting for both updates and unique perspectives from the EAG as we have today. This will help ensure that the EAG members' expertise informs WG's work and this is translated into policy and delivery.
  - We also need to look at the mapping and policy development related to impact assessment and how they inform and shape policy and delivery.
- It was agreed we need subgroups. These larger meetings could then be used to provide updates from a number of colleagues rather than individuals around certain areas of expertise. We should aim for no more than 5 members per subgroup; some members could commit to multiple policy area subgroups (if they have capacity).
- [redacted] asked to hear from Business Wales, Food and Agriculture divisions. Migrant workers are overrepresented in those areas and do not have a history of working with unions.
- [redacted] said we are at a critical time with UK Government - some matters are non-devolved, 4000 pieces of legislation may change in 9 months with EU retained law act.
- Access to housing is affected by racism and should be an area of focus.
- There was interest in discussing electoral reform considering recent comments in the Senedd.
- It was also suggested that a session on crime and justice is important.
- Next session to focus on Education, followed by Health and Social Care and then future meetings to cover housing; crime and justice; Employability and Skills; Housing; electoral reforms in terms of their accountability regarding GRT issues; also thematic work on GRT; youth work is completely dropped from the plan, so we need to bring it in and consider it when we touch on that subject.
- Positive Action training is available and can be provided to EAG members if they wish.

Item 5 - Feedback from the Race Disparity and Evidence Unit (RDAEU)

- EO introduced the RDU and the importance of their work in future.
- [redacted] said the subgroup meeting with volunteers interested in data went well. [redacted] is the new head of the RDAEU.
- [redacted] shared slides about the work of the Unit, what they can offer and how they measure change and challenges to measuring outcomes.

- The RDAEU is piloting a project on developing research and stats in a co-productive way, though there are barriers around paying people.
- [redacted] talked about desired change and next steps around qualitative data and lived experience, then invited comments.

Feedback from the group was:

- Will you consider the theory of change? People were consulted for the Plan, will they be engaged again? Their data will be with the organisation funded for this work. There may be information already there during the development of the Plan
- The framework is a really good starting point and will underpin many of our subsequent conversations - we will need to ensure that measures to lead along the path to expected outcomes. Needs to look at the Anti-Racist Wales Action Plan through the wellbeing measures and this would also help to underpin other visible measures, subject to having data – just being able to see the data alongside the issues immediately allows us to target some early actions.
- We need to go back to those people who were involved in the consultation stage. If we do not keep or support the involvement of those previously involved, we will be unable to go back to them for further input.
- Many people contributing to the Plan would never take part in a national survey but were brought in by grassroots organisations. We need to make use of them.

Item 6 – AoB

Points made were:

- The visibility of this group – the work of the EAG needs to be communicated to the key stakeholders.
- We need to have a communications Plan to make this happen and reflect this in our future meetings.
- EO closed the meeting due to time and repeated the importance of sharing progress with stakeholders who helped develop the plan and all whose lives are affected.

An Anti-racist Wales Action Plan – communications summary

Background

The Welsh Government published An Anti-racist Wales Action Plan on 7th June 2022.

Drawing on Black, Asian and Minority Ethnic communities' experiences of racism, race inequality and colourism, the Plan sets out a series of actions to tackle and dismantle systemic and institutional racism.

It identifies a vision and values for an anti-racist Wales, with goals, action, 'timelines' and tangible outcomes' which will help us move from the 'rhetoric' on racial equality to ensure we deliver meaningful action.

We are taking action to make Wales an Anti-racist nation by 2030 – focusing on changes we can collectively make to people's experiences of

- racism in everyday life;
- racism when experiencing service delivery;
- being part of the workplace;
- gaining jobs and opportunities
- lacking visible role models in positions of power
- racism as a refugee or asylum seeker.

What is Anti-racism?

Anti-racism involves actively identifying and getting rid of policies, systems, structures and processes that produce radically different outcomes for ethnic minority people.

It requires us to acknowledge that even if we do not see ourselves as 'racist' we can, by turning our eye away, be complicit in allowing racism to continue.

Key Messages

- Anti-racism is the responsibility of us all - we recognise the need for fundamental change from those who make the policies, the public and private sectors and wider society.
- We need to be anti-racist not just non-racist – we need to call out racist behaviour and ensure there is a culture of zero-tolerance of racism throughout in all our public and third sector organisations.
- Tackling racism is not just about how we treat individuals – we need to fundamentally change our systems, structures, and their cultures.

Key Audiences

- All Stakeholders – including individuals, organisations, and grass roots groups
- General public – vital that not only Black, Asian, Minority Ethnic people but all citizens in Wales know the actions we're taking to create an Anti-racist Wales and can have confidence that those actions will be monitored, upheld and delivered
- Public and third sector bodies across Wales and the private sector

Outcomes

- Ultimately, this Plan is about fairness – it is not about favouring any one group of people in our society over another. Everyone is entitled to equity and to services that recognise and respond to their needs.
- If we get this right then it means a much fairer society that does not tolerate racism in any form; where our systems, policies and processes are fair and ensure equitable outcomes for all; and a society where everyone is valued for who they are and the contribution they make.
- Successful implementation of our Plan will see a fairer employment market, a fairer education and training system, an equalising of racial opportunities and outcomes in health and other social services and will promote active citizenship.

Links to published documents and assets

Anti-racist Wales Action Plan | GOV.WALES

Anti-racist Wales Action Plan: young people's version | GOV.WALES

Anti-racist Wales Action Plan: easy read version | GOV.WALES

ARWAP assets, images and messages for social media - Published Assets (assetbank-server.com)

Examples of ARWAP communications work completed so far and plans for future (which you may be able to help us with) –

- Launched the consultation in 2021 and Anti-racist Wales Action Plan in June 2022 – prepared assets and social media posts and shared these with relevant stakeholders, encouraged those who took part in co-production and our partners and stakeholders to promote the plan on social media through Anti-Racist Wales selfies and videos explaining what being anti-racist actually means
- International Day of Peace (End Racism. Build Peace) – worked with the International Relations communications team within Welsh Government to create an animated video about the plan and its aims
- Urdd Message of Peace and Goodwill – this year's message is about anti-racism, and we have worked with the Urdd to have ARWAP messaging included in their communications and education packs.
- We plan to create engaging case studies and videos of the real-life impact ARWAP is having, featuring people and organisations that have seen a change or been impacted as a result of the plan
- What can you do? Share our social media messages on ARWAP (@WG_Communities), create your own social messages and content, and get in touch with us if you have any relevant information or contacts we could use to create case studies or content