

Easy Read



An introduction to an Anti-racist Wales

What we want to do to help make sure everyone in
Wales is treated fairly and equally

This document was written by the **Welsh Government**. It is an easy read version of '**An Introduction to an Anti-racist Wales**'.

June 2022

How to use this document



This is an easy read document. But you may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 25**.



Llywodraeth Cymru
Welsh Government

Where the document says **we**, this means **Welsh Government**.



This document was made into easy read by **Easy Read Wales** using **Photosymbols**. To tell us what you think about this easy read version, [click here](#).

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Introduction



The Welsh Government will take steps to make sure Wales is an **Anti-racist** nation.

Racism is when someone treats another person differently or unfairly because of their background, culture, or religious beliefs or how they live.

Being **anti-racist** isn't just being not racist, it means doing something about racism and standing against it. It means changing our laws, policies, practices and the way we work across services, so people are treated fairly and their lives are better.



Black, Asian and Minority Ethnic people have told us we need to take responsibility and make sure this happens.



Black Asian and Minority Ethnic people are people who may have a different colour skin. Or be a different religion.

Or they may come from another country.

Or may live in a different way.

Some people may be from more than one country or background.

In this document we will say **ethnic minority** people for short.





Last year we asked for people's views about making an **Anti-racist Plan** for Wales.



We have now made that **Plan**. This document is a shorter version of the **Plan**.



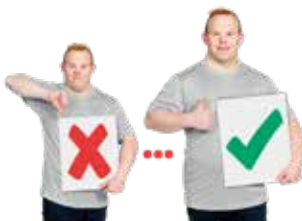
To see the full **Plan** please click here: <https://gov.wales/an-anti-racist-wales-action-plan>



One of the things we want to do is to make sure the work the Welsh Government does is **Anti-racist**.



This means checking our rules and laws and the way we work as well as everything we do.



We want to make lots of changes in Wales by the year 2030 and beyond.



We want everyone in Wales to be treated fairly and have chances to do well in life.



In the first version of the **Plan** we are showing what we need to do in the next 2 years. From June 2022 to June 2024.



To make the **Plan** we spoke to lots of people in Wales. They came from lots of different **ethnic minority** groups.



To make these changes we need the public and organisations in Wales to get involved.



There will be a group of people who will check that we will do, what we say we will do in the **Plan**.

What we want to do and how we will do it



We may not be able to get rid of all racism in Wales by 2030 so we will continue to work beyond this date but it helps to have a focus for now.



But we want to make Wales a nation that does not put up with **racism**.



The work will not stop in 2030. It will keep going.



We are doing this work to help improve the lives of **ethnic minority** people in Wales.



We don't just want the Welsh Government to check it's work for **racism**. We want all organisations to do the same.



When we asked people what they thought of our **values**, they liked them. The values they wanted are:



- To be open and clear about what we do.



- To make sure peoples rights are followed in our work.



- To listen to people's experiences of **racism** and make sure they influence what we do.

What do racism and anti-racism mean?

Some people are not thought of as being from an **ethnic minority** even though they would be classed as being so.



For example:

- Gypsy, Roma and Traveller groups
- Jewish people
- Parents and children from more than 1 background



Racism has a huge effect on people's lives.



For example, they may be treated unfairly in school or work.



They may get less chances in life.



They may be stopped by the police more.



All people from **ethnic minorities** say they just want to be treated fairly.



Lots of things have been put in place to try and deal with **racism** over the years.



But many haven't worked. Or done enough.



One of the biggest problems is that white people often have the most important jobs. And this means they have the most power in society.



This isn't fair to other groups of people and we lose the talent and skills they bring. It is all our loss.



Sometimes the way we do things in government and the ways in which we work can have a big effect on **ethnic minority** people.



We need to make sure that the ways we work are fair for everyone. And make sure everyone has the same chances.



The **Anti-racist Wales Action Plan** <https://gov.wales/an-anti-racist-wales-action-plan> is a plan to do something different about **racism**.



This is in all the areas in which the Welsh Government has control or can make a difference.



We also believe that COVID-19 had a bigger impact upon people from **ethnic minorities**. And we are taking actions to address this.



We are also carrying out work to check how **racism** is involved in our history.



We need to make sure all students learn about **racism** that took place in the past.



We are also looking into how things like statues might give the wrong impression about who is important and valued. And street names. And what needs to change.



We know that some **ethnic minority** people may be treated unfairly for more than 1 reason. For example, **ethnic minority** women do not get the same chances as **ethnic minority** men.



This means that women from **ethnic minorities** may be treated unfairly in more than 1 way.

6 areas of racism and the actions we will take



In the **Plan** we decided to focus on 6 areas where **racism** happens a lot.

Here are the 6 areas and examples of the actions we will take:

1. Your experience of racism in everyday life.



For example, people said they experience racism from strangers.



And **Black Asian and Minority Ethnic** people are more likely to be stopped by the police than white people.

What we will do:



- We will support communities to work together more.



- We will help stop **Islamophobia**.

Islamophobia is racism towards Muslims.



- Work on a campaign called **Hate Hurts Wales**.



- We will make sure that the right housing is available for Gypsy and Traveller groups.

2. Your experience of racism when receiving services.



People from **ethnic minorities** sometimes don't feel listened to by health services.



Many students experience **racism**.

What we will do:



- We will make sure **ethnic minorities** get the same health services as other people in society.



- This will include changes to maternity services.



- We will improve how we check for **racism** in schools.



- We will check **racism** is dealt with properly in schools.

3. Your experience of racism in the workplace.



People have experienced **racism** from other staff and customers in work.



Some people from **ethnic minorities** feel it is harder for them to get a better job.

What we will do:



- We will help make sure people from **ethnic minorities** who work in health services are treated fairly. For example, we will start a standard called the **Workforce Race Equality Standard (WRES)** by 2023.



- We will change how we work in the Welsh Government. For example, by asking people who have experience of **racism** to check our policies.

4. Your experience of racism in gaining jobs and opportunities.



Some people from **ethnic minorities** feel it is harder for them to get a job at any level.



People from **ethnic minorities** often earn less money than white people.

What we will do:

Equality



- We will make sure that working for Welsh Government is safe and fair for all staff and students.



- We will make sure people are paid fairly.

5. Your experience of racism because you do not have enough role models like you to look up to.



There are not enough people from **ethnic minorities** in top jobs.

What we will do:



- We want there to be more chances for **ethnic minorities** to have jobs at Welsh Government. And we want them to see Welsh Government as a good employer.



- We aim for 20 out of every 100 jobs at Welsh Government to be covered by people from **ethnic minorities** by 2026.



- We want the NHS to work with a programme called **Aspiring Board Members Programme**. This supports people from **ethnic minorities** to help us make important decisions.

6. Your experience of racism as a refugee or asylum seeker.



Asylum seekers and **refugees** often feel that they don't get the support they need.



Some **asylum seekers** and **refugees** also experience **racism** because of the colour of their skin, faith or **ethnicity**.



A **refugee** is a person who has had to leave their country because they were in danger there. For example, maybe there was a war. Or maybe they were being threatened.

An **asylum seeker** is a person who is asking to be classed as a **refugee** in the new country they have gone to. The new country is looking into their situation to make a decision.

What we will do:



We will carry on being called a **Nation of Sanctuary**. This means we try and support **asylum seekers** and **refugees**.



We have a plan in place for how we will support **asylum seekers** and **refugees** called **Nation of Sanctuary: Refugee and Asylum Seeker Plan (2019)**.

This plan says we will do things like:



- Make sure people get the support they need to settle into their new community.



- Support with language.



- Support with finding somewhere to live.



- Support with employment.

Collecting information



We know that we don't have enough information about **ethnic minority** people and their experiences in Wales and some areas of life.



We will try and learn more so we can deal with **racism** and people being treated unfairly.

How will we make sure the Plan works



We have worked with **ethnic minority** people and groups to help set goals to find the best way to check we are doing what we say we will.



This will involve things like checking if people are happy with the services they receive.



We have set up different groups to help check our work.



And we will be setting up forums across communities in Wales and keep talking about the issues.



The Welsh Government want to set a good example of the best way to work and deal with **racism**.



We want to talk to people about their experiences more and make sure we listen to people's experiences. We will respect what people tell us.



Sometimes these conversations will be difficult. But they are very important.



We know that if we don't make big changes our **Plan** will fail.



We need to keep listening. And keep checking our work.



We want things to change. And for this to happen we must do a lot of work.

Hard words

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