



Llywodraeth Cymru  
Welsh Government

To: Welsh public sector bodies  
Third Sector Partnership Council  
Council Leaders

1 July 2022

Dear all,

### **Anti-racist Wales Action Plan launched**

Over the last 24 months, my officials have been working closely with our key delivery bodies across the public, third and private sectors as well as Black, Asian and Minority Ethnic organisations, and groups in developing the Anti-racist Wales Action Plan.

We published the Anti-racist Wales Action Plan, which was co-produced with people from Black, Asian and Minority Ethnic communities and is designed to tackle systemic and institutionalised racism. The actions are focused on the next two years, set against the vision of becoming an anti-racist nation by 2030. The goals and actions in the Plan cover policy areas across government, including, health, culture, homes and places, employability and skills, education as well as a focus on leadership and representation within the Welsh Government and across public services.

The Plan, shaped by the voices and lived experiences of ethnic minority people across Wales, was launched on 7 June. I hope that you have had an opportunity to read the Plan. For your ease, I have included a link to the document: [Anti-racist Wales Action plan | GOV.WALES](#)

The Anti-racist Wales Action Plan sets out the goals and actions for Welsh Government, local authorities, statutory bodies and third sector organisations in tackling institutionalised and systemic racism and creating a fairer and more equal Wales for ethnic minority people.

As a government, we have committed towards becoming an anti-racist Wales by 2030. This is an ambitious vision which requires joint effort from us all in adopting an anti-racist approach. It requires us all to be proactive in identifying and tackling systemic racism in all aspects of how Wales works. It requires us to look at how racism is built into our policies, practices procedures, formal and informal rules, and the way we work and involve people in the decisions that affect them.

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

The Plan is a commitment at the heart of the co-operation agreement with Plaid Cymru, sharing a determination to tackle institutionalised and systemic racism.

We know we need to ensure the voices and lived experiences of Black, Asian and Ethnic Minority people are not just heard, but acted upon. We are determined to ensure that this is not just an exercise in saying the right things; this Plan is a call to action, a Plan to truly deliver for ethnic minority people.

We have specific goals, aims and objectives, ranging from internal Welsh Government practises to our ambitious policy changes across departments too. The actions set out in the Plan will help promote a fairer employment market, a fairer education and training system, an equalising of opportunities and outcomes for ethnic minority people in all public sectors including health and other social services, and active citizenship.

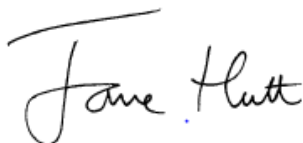
Now into implementation phase, we have appointed an Implementation Lead to take forward the work on the Plan by working with partners to establish an external Accountability Group, which will be led by Professor Emmanuel Ogbonna, from Cardiff University and Dr Andrew Goodall, Permanent Secretary at the Welsh Government. The overarching purpose of the Accountability Group will be to ensure progress towards the purpose of the Plan by holding those responsible to account for what they do or do not deliver. The responsibility for ensuring implementation lies with those policy leads and wider sectors who are responsible for the actions.

My officials at the Welsh Government are also working to establish an Anti-racist Wales Action Plan Internal Support and Challenge Group. The overarching purpose of this Group will be to ensure timely delivery and progress towards the purpose of the Plan for those actions that lie within the control or influence of the Welsh Government including through funding.

We ask you now to work with us in delivering the Anti-racist Wales Action Plan and in building an anti-racist Wales: a Wales in which we can all be proud to belong and in which everyone can thrive. Taken forward in that way, I firmly believe that the successful implementation of this Plan will benefit all citizens, now and in the future.

I thank you for all you are doing to support our communities as you have a key role to play in ensuring the successful delivery of the Anti-racist Wales Actions Plan and I know we can trust in you to continue in your crucial leadership roles to deliver on our objectives.

Yours faithfully

A handwritten signature in black ink that reads "Jane Hutt". The signature is written in a cursive style with a long horizontal stroke at the top.

**Jane Hutt AS/MS**

Y Gweinidog Cyfiawnder Cymdeithasol  
Minister for Social Justice

cc: Welsh Language Commissioner  
Future Generations Commissioner for Wales  
Older People's Commissioner for Wales  
Children's Commissioner for Wales

Dyfed-Powys Police and Crime Commissioner  
Gwent Police and Crime Commissioner  
North Wales Police and Crime Commissioner  
South Wales Police and Crime Commissioner  
Equality and Human Rights Commission  
Equality and Human Rights Commission Wales Commissioner  
Wales TUC  
Welsh Local Government Association  
WCVA  
Prof Emmanuel Ogbonna / Andrew Goodall, Co-chairs, External Accountability Group  
Chair, Internal Support and Challenge Group  
Wales Race Forum