

# Consultation Response

Please find below Natural Resources Wales' (NRW) response to the Senedd's Equality and Social Justice Committee's consultation request regarding the implementation and delivery of the Anti-racist Wales Action Plan, the purpose of which is to eradicate racism in Wales.

We recently published our new Corporate Plan '[Nature and People Thriving Together](#)' which will take us to 2030. The entirety of this plan is underpinned by social justice and we are wholeheartedly committed to providing an inclusive work environment that promotes and values the diversity of all our colleagues. We are proud to serve the people of Wales and will continue to evolve our ways of working to be inclusive, representative and accessible. We embrace our leadership role in the implementation of the [Anti-racist Wales Action Plan](#), working closely with others across the public sector to make a difference.

As part of this, action has been taken with regards to the personal objectives of our Chair, Sir David Henshaw. As his is a public appointment these objectives are set by the Minister, and require him to act as an anti-racism champion for the Board, and to set diversity, inclusion and anti-racism objectives for each Board Member. A Board Development session is planned later this month (October 2023) where Equality, Diversity and Inclusion (EDI) will feature as a key topic on the day and will include content about this Plan. The Anti-racist Wales Action Plan was also covered in [NRW annual EDI report for 2022/23](#), and measures on EDI will be included in our performance measurement as part of delivering our Corporate Plan.

We believe that for organisations to deliver the ambitions of the Action Plan, collaborative partnerships are vital in order to learn and gain valuable insight from the initiatives of others, and to hear about a broader range of lived experiences. A particularly good example of the support available was the recent 'Creating an Anti-Racist Wales' Conference' run by Senedd Insight, which was held in Cardiff on 27 September 2023. It offered examples of how a wide range of organisations are responding to the agenda, including Network Rail Wales and NHS organisations, as well as sharing academic research on schools education and peoples' lived experiences. It offered new networks and contacts to share ideas for improvement and to create a movement. NRW sent two representatives to this conference and follow up contacts have been made. We are also exploring the Cultural Competence Certification Scheme as a result of attending this event. More events and activities along these lines would be a helpful resource.

A continuing challenge which we know all organisations face is colleagues' confidence in sharing their ethnicity data. The more progress that can be made to build 'representative' organisations, the more confidence colleagues will have to declare personal characteristics. Wider external insight and data sharing on workforce representation to support organisations to see the extent of gaps, and to observe 'what good looks like' will support internal dialogues with our Board and Executive team.

Finally, success will come from a movement of organisations and leaders working together to create the change we want to see. It is important that this is augmented by support being available to help those who recall their early traumas of racism, and to support the highlighting of lived experience. This service could be provided at scale across multiple organisations.