

Anti-racist Wales consultation response - Tirweddau Cymru Landscapes Wales (TCLW)

My name is Anna Jones and I am the Inclusion, Diversity and Governance Excellence Strategic lead appointed by Welsh Government, hosted by Pembrokeshire Coast National Park Authority, and working across all eight Designated Landscapes in Wales – our three National Park Authorities and five AONBs. I am submitting this evidence on behalf of Tirweddau Cymru Landscapes Wales (TCLW), a partnership of Wales' Designated Landscapes, that cover 25% of Wales.

Although our Designated Landscapes in Wales do not have direct responsibility for the specific policy areas of concern outlined in the roundtable meeting held on 20 March 2023, Designated Landscapes have an important and integral role to play in the implementation of the Anti-Racist Wales Action Plan (ARWAP), particularly regarding the following policy areas as outlined in the Plan: leadership and boards, culture and heritage, education (e.g. outdoor learning projects), health (e.g. access to Landscapes and nature) and as local authorities (e.g. the role of National Park Authorities as public bodies). We welcome and await the Anti-Racist Wales Action Plan specific to Climate Change, Environment and Rural Affairs which recognises the complex and intersectional impact of our sector across various policy areas and look forward to having a more active role in implementation of this Plan and the updates going forward. It is also hoped that this Plan will help Designated Landscapes to shape their Equality Objectives and Plans as many are due to be reviewed in the near future.

I have the following general observations to make regarding the implementation of the ARWAP:

Anti-racism updates and training – a webpage for coordination of information

Providing opportunities for training and learning re anti-racism is a key priority for Designated Landscapes, and a number of staff have benefitted from the wider ARWAP delivery so far.

The One Public Service Anti-racism Summit, Stakeholder Bulletin emails and the new online monthly webinars have been greatly welcomed across the Designated Landscapes in terms of providing background context, information, and updates for ARWAP. I have personally attended training opportunities re education, fair recruitment processes and the museum / interpretation sector and circulated to relevant staff and teams who work and deliver in these areas. We are awaiting a training package more specific for leadership, staff and members of Designated Landscapes. It is my understanding from the implementation team that they are currently in the process of exploring an anti-racist training provision that is adaptable to the needs of different public bodies which is very encouraging. We would very much support and drive forward a commitment for all Designated Landscape leadership, staff and members to undertake anti-racist training and any steps that follow to embed accountable anti-racism objectives at board level ensuring a true action based and inclusive approach to our anti-racism work.

It would be useful to have a webpage or 'Hwb' with details of updates, upcoming events, useful resources (e.g. anti-racism policies, how to report racism etc) and available training all

in one place for effective signposting for staff; for instance the recorded DARPL anti-racist training etc.

Board recruitment and mentoring

The developments as outlined in the ARWAP with regards to board recruitment and mentoring are encouraging and we look forward to more updates in this area. For instance, I attended the recent fair recruitment practices training which was very well delivered. I would be encouraged to see a roll out of similar training more specific to public appointments in the environmental sector.

As an observation, there are a number of individual mentor group programmes in existence which seek to increase diversity of representation in public and political life in Wales, e.g. Equal Power, Equal Voice. Any mentoring opportunities explored by ARWAP and Welsh Government should ensure coordination and partnership working with these programmes.

Progress and monitoring arrangements

An action based practical update re progress would be very welcome, particularly for the learning opportunities this can offer. It is however my understanding that the monthly webinars are likely to cover the progress and challenges of various policy areas in some depth which is welcome news.

We have not as yet been given a formal way to report on our progress so far as Designated Landscapes and in the case of National Park Authorities as public bodies. Perhaps a reporting framework for our sector may develop at the same time as the Anti-Racist Wales Action Plan specific to Climate Change, Environment and Rural Affairs. We would welcome any arrangements by which we can help support with monitoring and progress.

Thank you for taking the time to consider this response