

Minutes: Race Equality Cross-Party Group – Tuesday 2nd December 2025

Attendance: John Griffiths MS, Jane Dodds MS, Jane Hutt MS, Dr Emmanuel Ogbonna (Cardiff University), Riaz Hussain (Welsh Gov), Selima Bahadur (Eyst), Mymuna Soleman, Zuzka Hilton, Tamasree Mukhopadhyay (Kiran), Anirban Mukhopadhyay (Kiran), Roon Adan (Race Equality First), Amy Bainton (Tai Pawb), Gareth Lynn Montes (Tai Pawb), Councillor Angela Sandals (Monmouthshire County Council) Loren Henry (Urban Circle), Chris Porter (Urban Circle), Amelia Johan TUC Cymru), FooSeng (Chinese Association in Wales), Fadhilli Maghiya (Sub-Sahara Advisory Panel), Dr Sibani Roy, Helal Uddin (Eyst), Sabiha Azad (Welsh Refugee Coalition), Robert Moore (Liverpool St Johns University), Lynne Garnett (Travelling Ahead), Kim Thomas (Travelling Ahead)

1. AGM

John Griffiths MS was elected as the Chair of the Cross-Party Group after being proposed by Jane Dodds MS. John Griffiths MS' office were then also adopted as the Secretariats for the Group.

2. Elected as Chair, John gave some welcoming comments talking about the current political landscape and how the Anti-Racist Wales action plan had come under attack, especially on social media and from those on the far right of politics. He also spoke about his own experiences growing up in Pill (Newport), an area of the city which was very diverse.

3. Presentation from Dr Emmanuel Ogbonna (Cardiff University)

- Dr Ogbonna gave a presentation titled: "The Anti-racist Wales Action Plan: Progress, Challenges and next Steps".
 - He started with an overview of what the Anti-racist Wales Action plan was and Welsh Government's commitment to be an anti-racist Wales nation by 2030.
 - He explained that previous plans approaches had failed, but this was a comprehensive plan that covered all areas of work and life in Wales. It had been co-produced with Black, Asian and Minority Ethnic people at the center and those with lived experiences.
 - He listed a number of key achievements – in health, education and social care.
- He cited evidence of structural and behavioural change at Welsh Government, including the changes in Welsh Government BME staff and the increase in public appointments.
 - He talked about how the Anti-racist Wales Action had been done with engagement and co-production are at the heart of the plan.
 - He outlined the critical success factors, potential problems and opportunities for the way forward, including maintain cross-part commitment to the plan, strengthening regulatory powers to target recalcitrant sectors and to develop national narrative to tackle misinformation and online racial abuse.

- He concluded the lives of many people from Black, Asian and Minority Ethnic backgrounds had been blighted by persistent and pernicious racism. He said there was no better opportunity to eradicate racism than the opportunity we have now.

4. Update and Q&A with Jane Hutt MS, Cabinet Secretary for Social Justice

- The Cabinet Secretary gave a report on the work being done by Welsh Government around the Anti-Racist Wales Action plan and the importance of it being safeguarded beyond the 2026 elections.
- She said we needed an anti-racist approach in every part of the public sector in Wales, including in the Senedd.
- She stated that organisations working in this space needed more certainty around funding, especially in terms of the longer term so they could plan for the future.
- She also expected all the major political parties to play their part in making sure there was a diverse selection of candidates at the next election.

5. Question and Answer session/General Discussion

- Diversity in the health and social care sector workforce.
- Instilling anti-racist attitudes into people at a young age.
- BME representation in leadership positions (particularly in the NHS).
- The need for more anti-racist initiatives in North Wales.
- Need better visualisation of what the Anti-Racist Wales action plan is achieving.

ENDS