



**Committee:** Full Council

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**Author:** David Collins, Clerk to the Council

**Zero Racism Wales Campaign**

1. Race Council Cymru (RCC) is the overarching umbrella body established by ethnic minority grassroots communities in Wales to bring key organisations and work together to combat racial prejudice, race discrimination, harassment, victimisation, abuse, violence.
2. RCC recently launched the Zero Racism Wales campaign, calling on organisations and individuals to sign a zero-tolerance policy to racism in Wales. The campaign follows the momentum of Black Lives Matter protests around the globe and the launch of Black History Cymru 365 in October.
3. The policy calls on organisations to ensure that no job applicant, visitor, or guest of an organisation receives less favourable treatment on any grounds which are not relevant to good employment practice. The names of all organisations who sign up to the policy will be publicly listed on the Zero Racism Wales website to hold them accountable.
4. Individuals can also sign a pledge to show their support and increase awareness amongst members of the public.
5. 2020 highlighted issues around inequalities for Black, Asian and Minority Ethnic people in Wales, including long-standing systemic health and social inequalities that have disproportionately affected and increased the risk of Black, Asian and Minority Ethnic individuals dying from Covid-19.
6. Judge Ray Singh, CBE and Chair of Race Council Cymru, said: "We are delighted to launch this campaign to challenge organisations and individuals in Wales to sign the zero-tolerance policy to racism.
7. "Racial inequalities continue to blight the lives of ethnic minority communities across Wales - this is not acceptable. We are calling on all organisations to take a stand to eradicate racism and discrimination in their organisations; the future generations depend on this pledge. Let us take action together today to make Wales fairer and safer."
8. Race Council Cymru has partnered with Welsh Government, Wales Trade Union Congress, National Museum of Wales and All Wales Regional Community Cohesion Departments who have all endorsed the campaign.



9. Professor Uzo Iwobi OBE, founder of Race Council Cymru said: “The adverse impact of structural and systemic racism cannot be overstated. Black, Asian and Minority Ethnic people face racism in Wales on a daily basis.
10. “This year we have seen Black Lives Matter protests across the globe in response to the racist murder of George Floyd as well as a global pandemic that has disproportionately affected Black, Asian and Minority Ethnic individuals.
11. “Zero Racism Wales gives individuals and organisations a clear pathway to end racism, and that has to start with every single person signing a pledge and adopting a zero-tolerance policy.”
12. Jane Hutt, Welsh Government Deputy Minister and Chief Whip said: “My thanks go to Race Council Cymru for this work on the zero-tolerance to racism in Wales campaign. I endorse it fully and look forward to supporting this work promoting race equality as we address structural and systemic racism in our Race Equality Action Plan.
13. “The Welsh Government condemns racism in all its forms across Wales. We support a zero-tolerance approach and would further welcome organisations to adopt an anti-racist approach to reflect their commitment to tackling racism.”
14. Other organisations to support the campaign include Wales TUC.
15. Support for the campaign would help the Council deliver one of its corporate objectives, that is to deliver a More Equal Cwmbran
16. Organisations can sign the policy via [www.zeroracismwales.co.uk](http://www.zeroracismwales.co.uk) or show support on social media with #ZeroRacismWales.
17. It is **recommended** that Members consider whether the Council should support the campaign.