**Anti-racist Wales action plan[[1]](#footnote-1) actions – simplified Homes and Places section**

**Local Authorities (additional actions)**

* Use new LHMA process and guidance to better understand housing needs of ethnic minority people.
* Ensure that anti-racism is an integral part of the transformation of homelessness services including embedding feedback from legislative review undertaken by WG in conjunction with ethnic minority people.
* Commissioning meets the needs of ethnic minority people.
* Gypsy, Roma Traveller awareness, site provision and quality

**Registered Social Landlords (RSLs) (additional actions)**

* Ensure compliance specifically with:

Regulatory Standard 1

c) measurable commitments in relation to Equality Diversity and Inclusion

d) board diversity

* Use new LHMA process and guidance focused on better understanding housing needs of ethnic minority.
* Commissioning meets the needs of ethnic minority people.
* people.

**Housing Support/ Homelessness providers**

* Ensure the barriers faced by the full diversity of ethnic minority people are specifically addressed to ensure they have equal access to homelessness services and homes.

**Actions for all housing sector stakeholders**

* Improve the diversity of board membership, advisory groups, and the wider workforce (including senior leadership positions).
* Implement Reflecting Wales in Running Wales: the diversity and inclusion strategy for Public Appointments.
* Delivery Plan to outline how anti-racism and race equality will be embedded throughout service design and delivery – consider Deeds not Words.
* Improve data collection, analysis, usage, and publication across service delivery.
* Provide anti-racist training to board members and senior leaders as a priority and across wider workforce.
* Review policies and processes for reporting racism and discrimination including hate crime and harassment and monitor regularly.
* Improve communication and engagement with ethnic minority people and reflect diversity within communication strategies and campaigns.
* Ensure information, advice, and advocacy (where applicable) needs of ethnic minority people are fully met.

**Welsh Government (additional actions)**

Consider ethnic minority people in the following actions:

* Further research across all sectors into prevalence of racism and discrimination.
* Amend LHMA process and guidance.
* Social housing grant funding design and delivery.
* Frameworks for commissioning services.
* Transformation of homelessness services.
* Policy, delivery, guidance and legislation development and delivery.
* Development of training with Rent Smart Wales for the private rented sector.
* Review, design and development of tenant engagement and participation delivery.
* Considering development of domain regulation.
* Establish support and oversight group.
* Review guidance to support staff and tenants to report racism and hate crime.

1. Annex B - [Anti-Racist Wales Action Plan (gov.wales)](https://www.gov.wales/sites/default/files/publications/2022-06/anti-racist-wales-action-plan_0.pdf) Homes and Places section [↑](#footnote-ref-1)