



promoting equality in housing
hybu cydraddoldeb ym maes tai

Review your Deeds not Words action plan against ARWAP (Anti-racist Wales action plan) requirements

We've received several enquiries from members who have developed action plans under Deeds not Words asking if Anti-racist Wales Action Plan had additional commitments (so they can address any gaps). We have created this table which will let your organisation review your Deeds not Words action plan against ARWAP requirements.

ARWAP	DNW	Does DNW commitment meet ARWAP action?
	Improve ethnic diversity of board and staff at all levels	

Improve the diversity of board membership, advisory groups, and the wider workforce (including senior leadership positions).

- Adopt the **Rooney Rule** in at job levels where you identify under representation
- Report annually and act on findings:
 - ethnicity pay gap (where pay gap reporting is not possible due to small sample sizes – report BAME employee ratios at different levels)
 - recruitment, promotion and retention ethnicity data
- Invest in recruitment channels to bring in more Black, Asian and Ethnic Minority applicants
- Train all staff and board in Unconscious Bias and raise awareness of white privilege
- Ensure ethnically diverse recruitment panels
- Invest resources in positive action initiatives aimed at improving BAME representation at levels showing gaps. This can include leadership

Yes, fully

	<p>development programmes, mentoring/shadowing opportunities and internal talent pipeline initiatives</p>	
<p>Delivery Plan to outline how anti-racism and race equality will be embedded throughout service design and delivery – consider Deeds not Words.</p>	<ul style="list-style-type: none"> ● Publicise your support for racial equality including: voiced support for Black, Asian and ethnic minority staff and tenants/people you serve, commitment to anti-racist practice and awareness of specific challenges facing your organisation or community ● Together with above – publish your commitment to take specific actions to tackle the challenges you identified. Report on progress annually 	<p>Yes if DNW commitments are in the form of delivery plan</p>

Improve data collection, analysis, usage, and publication across service delivery.

- Disaggregate ethnicity data in your tenant/service user satisfaction surveys and other tenant/service user surveys. Use other channels to learn about the experiences of BAME tenants/service users.
Act on findings

Partially as DNW covers only satisfaction data. ARWAP action is broader than just satisfaction.

Provide anti-racist training to board members and senior leaders as a priority and across wider workforce.(Senior leaders and board deadline is Dec 2023 but some are taking longer)

N/A

No. DNW asks for Unconscious Bias training.

<p>Review policies and processes for reporting racism and discrimination including hate crime and harassment and monitor regularly.</p>	<p>Actively support and promote a culture where Black, Asian and Ethnic Minority staff and tenants/service users are comfortable to voice concerns related to race and are believed when this happens</p>	<p>Yes but only if the DNW action included a review of hate crime and internal HR discrimination/harassment/bullying policies and processes. ARWAP more specific than DNW.</p>
<p>Improve communication and engagement with ethnic minority people and reflect diversity within communication strategies and campaigns.</p>	<p>Publicise your support for racial equality including: voiced support for Black, Asian and ethnic minority staff and tenants/people you serve, commitment to anti-racist practice and awareness of specific challenges facing your organisation or community</p> <p>Build links with and support BAME community groups in the area and beyond, invest in building their capacity to</p>	<p>Yes</p>

	<p>support local communities and bring in community knowledge and challenge to the organisation</p>	
<p>Ensure information, advice, and advocacy (where applicable) needs of ethnic minority people are fully met.</p>	<p>Actively support and promote a culture where Black, Asian and Ethnic Minority staff and tenants/service users are comfortable to voice concerns related to race and are believed when this happens</p>	<p>Partially, ARWAP action requires looking into:</p> <ul style="list-style-type: none"> ● What advice/housing or other support is currently provided ● What the needs are ● How the above meets the needs and if anything else needed
<p>Use new LHMA process and guidance focused on better understanding housing needs of ethnic minority.</p>	<p>Investigate reasons for overcrowding and worse housing conditions amongst some BAME groups. Start acting on findings</p>	<p>Yes if working with LA on overcrowding (and if this is an issue)</p>

<p>Commissioning meets the needs of ethnic minority people.</p>		<p>No. ARWAP needs looking at any services commissioned by the org and whether they meet the needs.</p>
<p>Ensure compliance specifically with:</p> <p>Regulatory Standard 1</p> <p>c) measurable commitments in relation to Equality Diversity and Inclusion</p> <p>d) board diversity</p>	<p>Covered above</p>	<p>Covered above</p>