



Full Consultation Report Your Priorities for the Cardiff Race Equality Taskforce

Research Findings

November 2020

Appendix C to the Report of the Cardiff Race Equality Taskforce



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Cardiff Race Equality Taskforce

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Background

What is the Race Equality Taskforce?

In Autumn 2020, Cardiff Council will convene a Race Equality Taskforce to address racial discrimination and promote race equality in the city.

The Taskforce will drive co-ordinated and strategic action to address inequality in Cardiff. It will be responsible for advancing a programme of change and transformation to create a fairer city for our Black and Minority Ethnic residents.

In preparation for the launch of the Race Equality Taskforce, a public consultation was launched to seek the views of Cardiff residents, particularly those from Black and Minority Ethnic backgrounds, on the Taskforce's strategic priorities.

Cardiff Council wants to know what our residents think are the biggest issues, and the greatest opportunities, for Black and Minority Ethnic Cardiffians, so we can focus our thinking and resources into finding the solutions that will have the greatest impact.

In this consultation we propose some suggested areas of focus that the Taskforce could look at. These suggestions are areas where we think the Taskforce could help make a real difference. They are also areas where both local and national evidence tells us that there is a long way to go to achieve race equality.

We want to understand if our residents agree that these suggested areas should be Taskforce priorities, or if we could be more effective by focusing on other areas.

How will the consultation influence the work of the Taskforce?

The findings of this consultation will significantly shape the work of the Taskforce in the months ahead, with task-orientated work-streams established for each priority, up to a maximum of four. This approach will enable the Taskforce to benefit from the expertise of credible practitioners who will support the Taskforce to identify substantive and evidence-based recommendations to improve race equality in Cardiff within each theme.

Methodology

A bilingual, online survey was developed, and promoted on the Council's social media channels, through partner organisations, and sent to the Council's Citizen's Panel. It was live between 11th August and 10th October 2020.

After data cleansing and validation, to remove blank and duplicated responses, a total of 869 responses were included in analysis.

Research Findings

Section 1: Areas of Focus

The first section of the consultation presented proposed areas of focus for the Race Equality Taskforce, and asked respondents to identify whether they supported each being included as a priority, with reasons for their response.

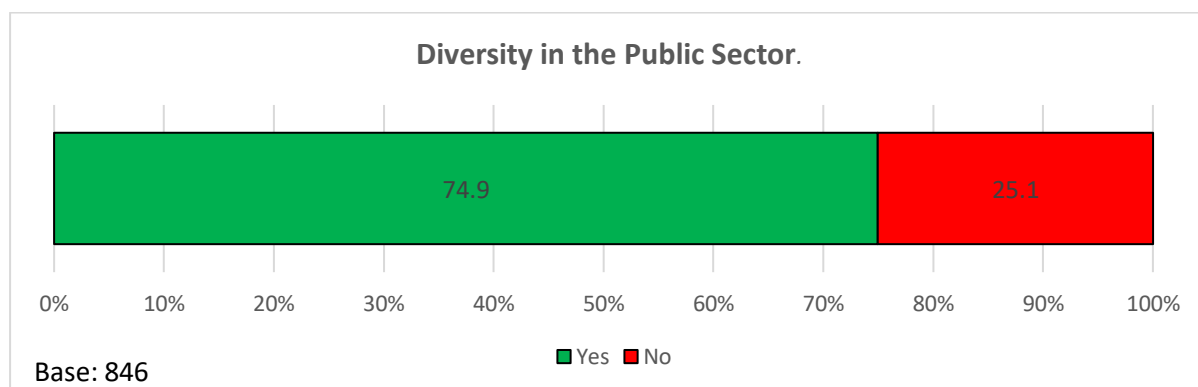
Diversity in the Public Sector:

Exploring what more can be done to ensure that the Council's membership and workforce represents the full diversity of the City it serves.

A total of 846 responses were received for this question, giving an overall response rate of 97.4%.

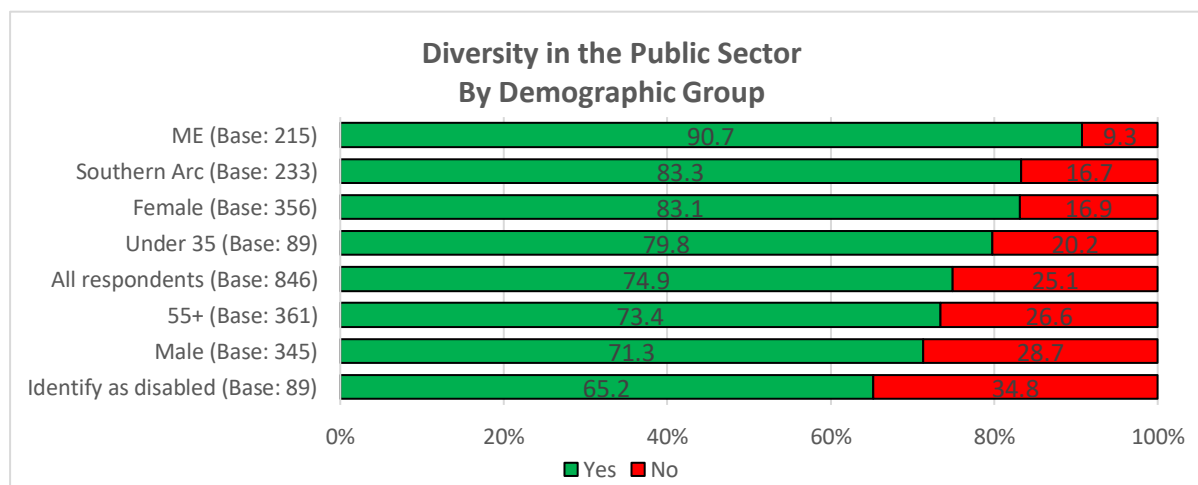
Do you support this area as being a priority?

Three-quarters of respondents (74.9%) supported Diversity in the Public Sector.

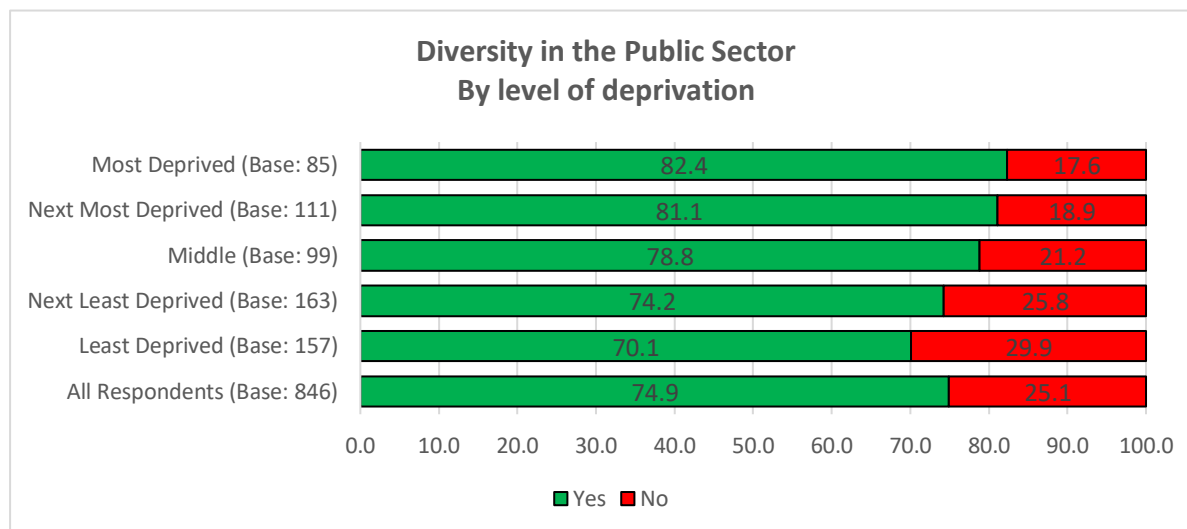


Support for Diversity in the Public Sector was highest amongst respondents from a Minority Ethnicity, at 90.7%.

Women were more likely than men to support this (83.1% compared with 71.3% respectively), whilst support was higher amongst younger respondents compared with those aged 55 or over (79.8% versus 73.4%).



Support for this area of focus increased with the level of deprivation for the respondent's home postcode:



If no, please tell us why

Respondents who did not support this area of focus were asked to outline why. A total of 170 responses were received, which have been coded into the following themes:

Theme	No.	%	Example comments
Recruit on merit/ability	71	41.8	<ul style="list-style-type: none"> - People should be recruited according to the ability to undertake the job role, not on religion or family heritage. - Jobs should be awarded on the basis best person for job, skin colour irrelevant. - The Council should be free to ensure that it has the best person in post - race is not an issue - it's about ability. - I believe the priority should be employing the best person for a job regardless of sex or ethnic background. - I think the council's workforce should reflect the best person for the job that is being undertaken.
Diverse enough	31	18.2	<ul style="list-style-type: none"> - It seems very diverse to me at the moment. - Full diversity currently represented. - It seems to be adequately representative.
Focus on more important issues	30	17.6	<ul style="list-style-type: none"> - Whilst I accept diversity is important there are several more important issues on which to spend taxpayers' money. - There are more important issues such as education, housing and highway maintenance!

Your Priorities for the Cardiff Race Equality Taskforce

			<ul style="list-style-type: none"> - It is very important, but not in the age of COVID 19, a priority.
Its discriminatory to do so/ divisive and can cause conflict	26	15.3	<ul style="list-style-type: none"> - This smacks of positive discrimination, people should be employed because of their suitability for a job not the colour of their skin. - Diversity is always viewed as the latest trend to be supported it is never fully inclusive, as it is supposed to be, so within 'diversity' itself there is discrimination. - A workforce should be made up of the most suitably qualified people for that role. A person's race, religion or sex should not be a consideration only what they will bring to the role and will they improve the city and how we operate. Positive discrimination is not acceptable.
Equality for all	22	12.9	<ul style="list-style-type: none"> - There should be equal opportunities for every Cardiff citizen. - At the moment resources need to be targeted to cover all the population equally. - This should be priority for everyone not just about race!
Waste of time/Money	11	6.5	<ul style="list-style-type: none"> - There is already Diversity with the Councils membership I see no point in wasting time and money just to tick a box. - Not worth the expense.
Representation of communities is needed	8	4.7	<ul style="list-style-type: none"> - Those best for the job should get the job. However, a small proportion needs to be of different ethnicities for the ethnicities within Cardiff. - Workforce should represent total diversity of city catchment area, that is including valleys.
Misc.	10	5.9	<ul style="list-style-type: none"> - There are cultural blocks that prevent some individuals from certain BAME backgrounds from seeking employment in work considered demeaning. Therefore attempting to maintain a workforce that represents the diversity of the city in jobs such as refuse, cleaning services and other low paid jobs is wasted time and energy. In short, some people don't want your jobs because of family and community expectations. - This is politically driven woke nonsense. The only peer reviewed science on this subject suggests that diversity of team is useful for innovation. However homogeneity is required for trust. This the question you should be asking is - does the council require innovation or trust. Obviously it's the latter.

Your Priorities for the Cardiff Race Equality Taskforce

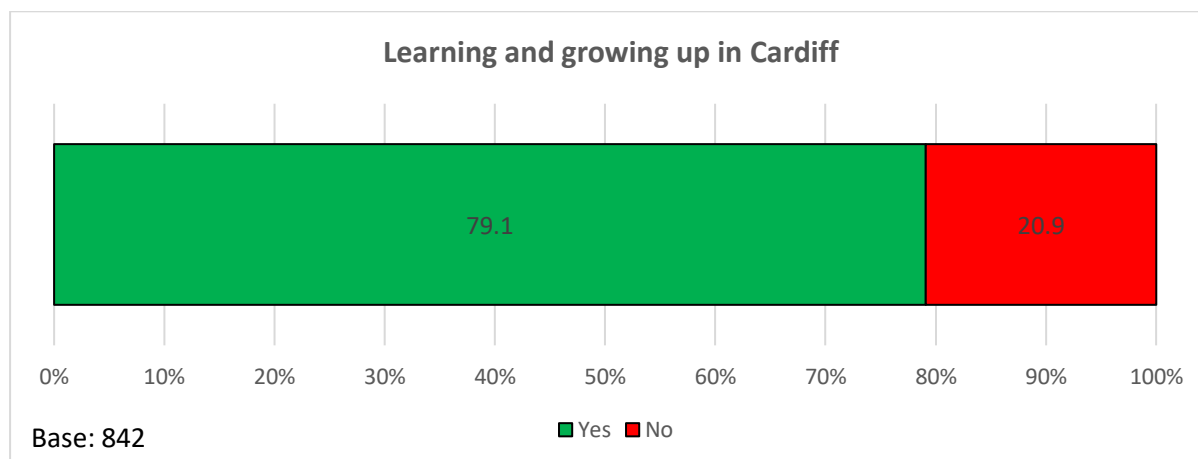
Learning and growing up in Cardiff:

The experiences of BAME children and young people in education.

A total of 842 responses were received for this question, giving an overall response rate of 96.9%.

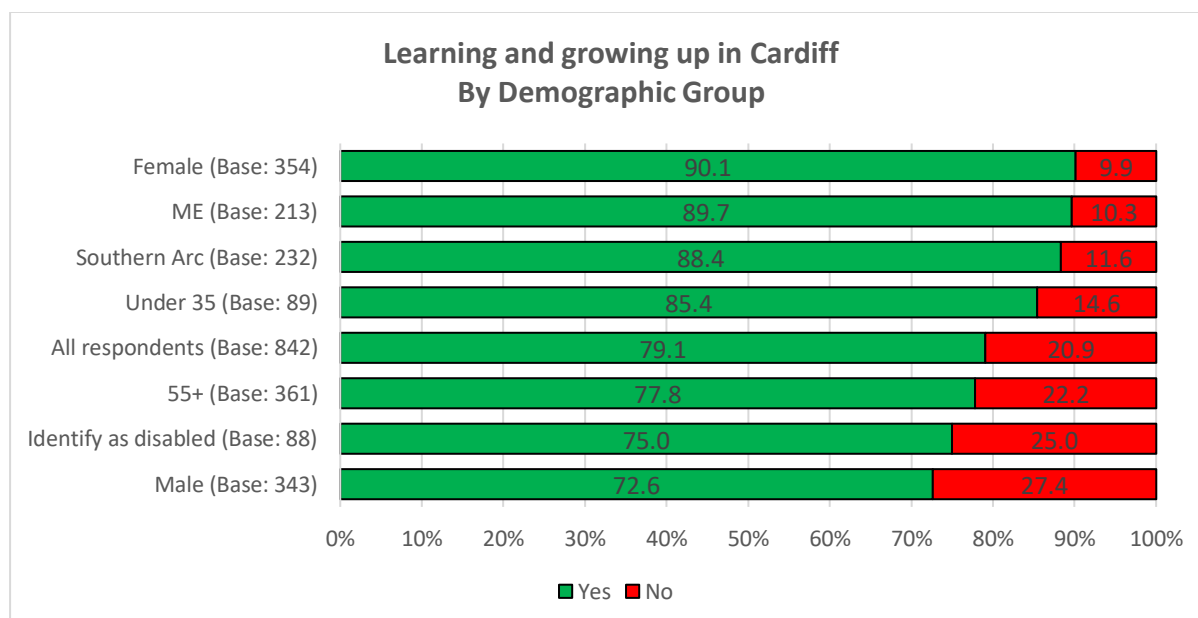
Do you support this area as being a priority?

Four-fifths of respondents (79.1%) supported this as an area of focus for the Taskforce.



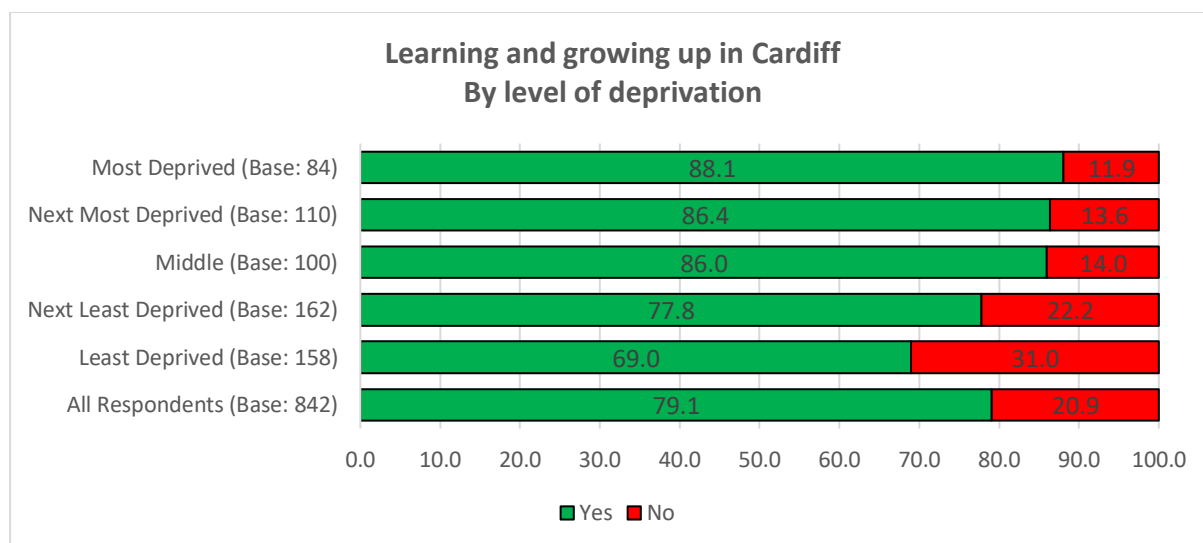
Support for this was highest amongst women (90.1%), those from a minority ethnicity (89.7%), and those living in the Southern Arc of the city (88.4%).

It was lowest amongst men (72.6%), those identifying as disabled (75.0%), and those aged 55 or over (77.8%).



Your Priorities for the Cardiff Race Equality Taskforce

Again, support for this area of focus increased with the level of deprivation for the respondent's home postcode, with those living in the least deprived areas almost three times as likely as those in the most deprived areas to say they did not support this theme (31.0% compared with 11.9% respectively).



If no, please tell us why

Respondents who did not support this area of focus were asked to outline why. A total of 132 responses were received, which have been coded into the following themes:

Theme	No.	%	Example comments
Treat all children equally / no priority given to any one group	72	54.5	<ul style="list-style-type: none"> - I support the ethos but it should be for all children. - All education should be a priority regardless of race or creed. - The bottom areas of Llanrumney, areas of St Mellons, Ely and Llanedeyrn all have horrific poverty for all races not just BAME, focus on poverty, not the skin colour. - Everyone should have equal rights with fair access to services. - We need to value all the people of Cardiff - not just the BAME population.
Why Cause division	13	9.8	<ul style="list-style-type: none"> - There should be no priority given to any one group. Equality is an equal chance for everyone, not for one group over another. This is a contradiction of equality itself. - Seem to be creating issues where there isn't one.
Focus on poverty no race	11	8.3	<ul style="list-style-type: none"> - The experiences of all children and young people matter. Many children in disadvantaged largely white estates on the periphery of the

			<p><i>city may feel excluded. Help all, don't determine assistance on skin colour.</i></p> <ul style="list-style-type: none"> - <i>Equality means treating all children and young people the same. Poverty is the problem.</i>
More important priorities	9	6.8	<ul style="list-style-type: none"> - <i>There are more important things the Council need to address before complying to the demands of the few.</i> - <i>More important priorities to take precedence. A racial grievance in schools should be controlled by the teachers/head teachers.</i>
Enough in place / Education system is fair	7	5.3	<ul style="list-style-type: none"> - <i>Plenty already in place.</i> - <i>Education system is fair presently.</i>
Parental responsibility	6	4.5	<ul style="list-style-type: none"> - <i>All children should be the priority. Parents must also be held responsible for this and accountable.</i> - <i>I believe that BAME children should be integrated into society through socialisation of the parents and family.</i>
Cardiff is integrated	5	3.8	<ul style="list-style-type: none"> - <i>Having recently visited a number schools to choose my son's primary school, schools in Cardiff are already very ethnically diverse.</i> - <i>Cardiff has always been a city of opportunity for all groups.</i>
Support idea	4	3.0	<ul style="list-style-type: none"> - <i>I support this if it is expanded to include all nationalities.</i>
Misc.	21	15.9	<ul style="list-style-type: none"> - <i>This matter can be handled best in school.</i> - <i>Children mix in schools and outdoors if families choose not to mix that is the choice they make and there loss we live in a free country.</i> - <i>All cultures need to integrate to become one.</i>

Your Priorities for the Cardiff Race Equality Taskforce

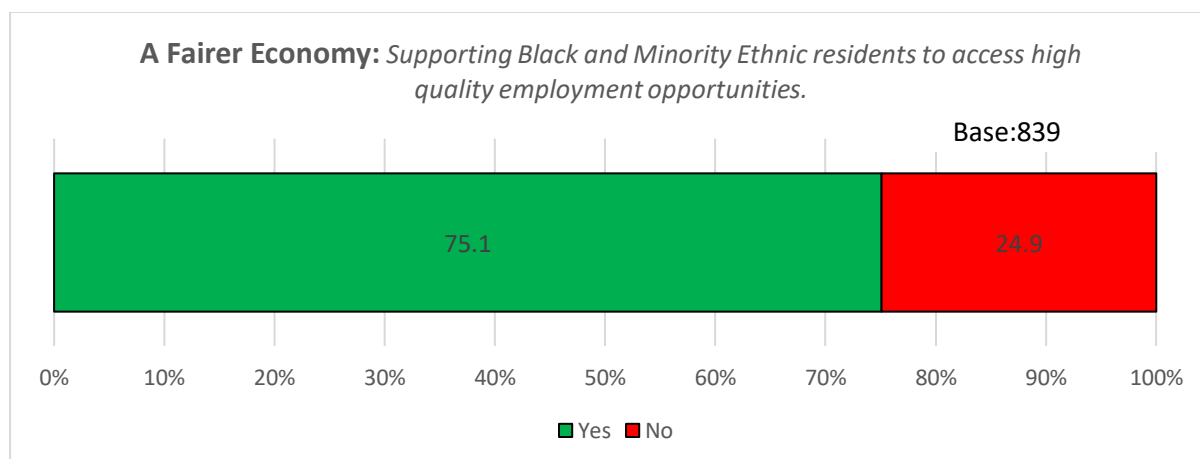
A Fairer Economy:

Supporting Black and Minority Ethnic residents to access high quality employment opportunities.

A total of 839 responses were received for this question, giving an overall response rate of 96.5%.

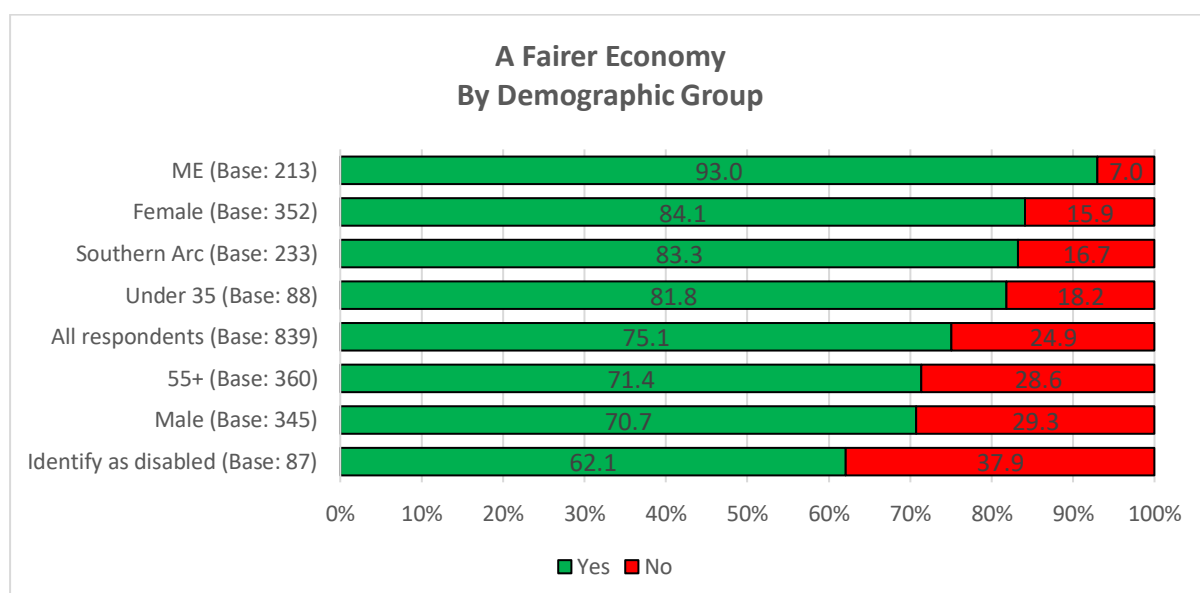
Do you support this area as being a priority?

Three quarters of respondents (75.1%) supported A Fairer Economy as an area for the Taskforce to focus on.



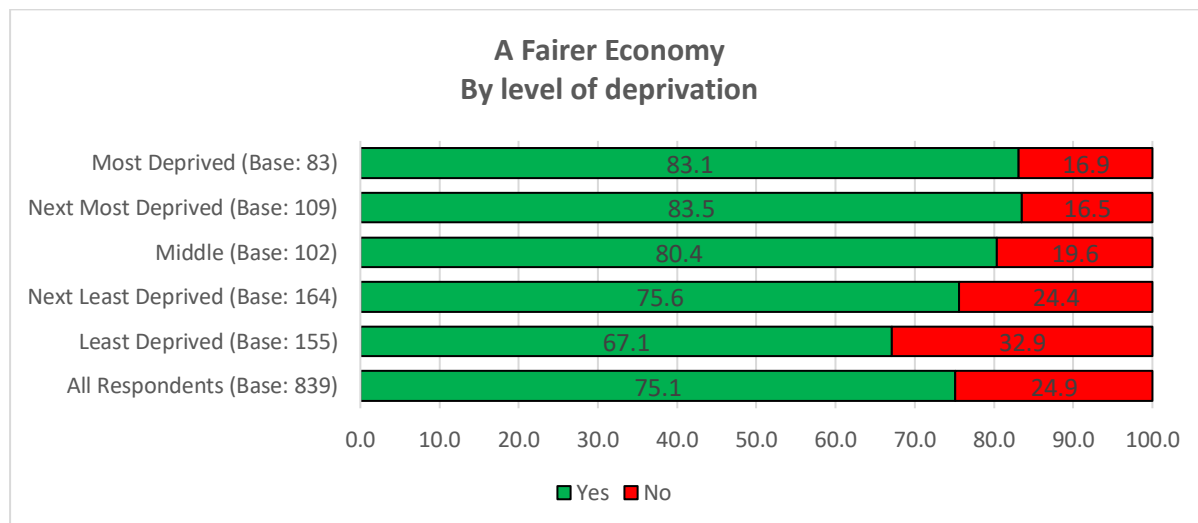
Respondents from a minority ethnicity were notably more likely than other groups analysed to support this theme (93.0%)

Support was lowest amongst those identifying as disabled (62.1%), men (70.7%) and older respondents (71.4%)



Your Priorities for the Cardiff Race Equality Taskforce

Again, support for this area of focus increased with the level of deprivation for the respondent's home postcode, with those living in the least deprived areas almost twice as likely as those in the most deprived areas to say they did not support this.



If no, please tell us why

Respondents who did not support this area of focus were asked to outline why. A total of 173 responses were received, which have been coded into the following themes:

Theme	No.	%	Example comments
Recruitment on ability not ethnicity	86	49.7	<ul style="list-style-type: none"> - Definitely not, no-one's ethnicity is not important their abilities are. - People should get a job based on their application/interview NOT skin colour. - Employment must be on ability not colour or racial quotas. - Should be based on the best person for the job rather than ethnicity. - I think the best person for the job should be appointed, irrespective of race.
All have same opportunities	77	44.5	<ul style="list-style-type: none"> - All residents should be supported to achieve this. - Everybody should have the same opportunities. - Support all residents as needs arise. - Same opportunities for everyone - Everyone in this country has the same opportunity, you make your own future.
Positive discrimination	33	19.1	<ul style="list-style-type: none"> - There should not be any positive discrimination in any way - all should be supported to be able to give of their best regardless of race. - All residents of Cardiff should be treated the same without any positive discrimination.

Your Priorities for the Cardiff Race Equality Taskforce

			- Singling out a specific population is discriminatory.
There are other disadvantaged groups	19	11.0	<ul style="list-style-type: none"> - Why, what about white working class residents. - Diversity is wider than just BAME. - It's not just BAME people who need access to high quality employment, what about people with disabilities, Deaf, Partially Sighted?
Enough in place	15	8.7	<ul style="list-style-type: none"> - I cannot find evidence that such access is actually denied on the basis of race/colour. - The opportunities are already available, there are countless Asian / Black doctors / nurses / dentists / in Cardiff & many non-whites at my children's graduation ceremonies (law / accountancy).
More important issues	8	4.6	<ul style="list-style-type: none"> - There are far more important issues that affect all of us. - Hardly a priority.
Misc.	7	4.0	<ul style="list-style-type: none"> - Are we not doing this now, then shame on the ruling council for not doing this? - Employer's responsibility.

Your Priorities for the Cardiff Race Equality Taskforce

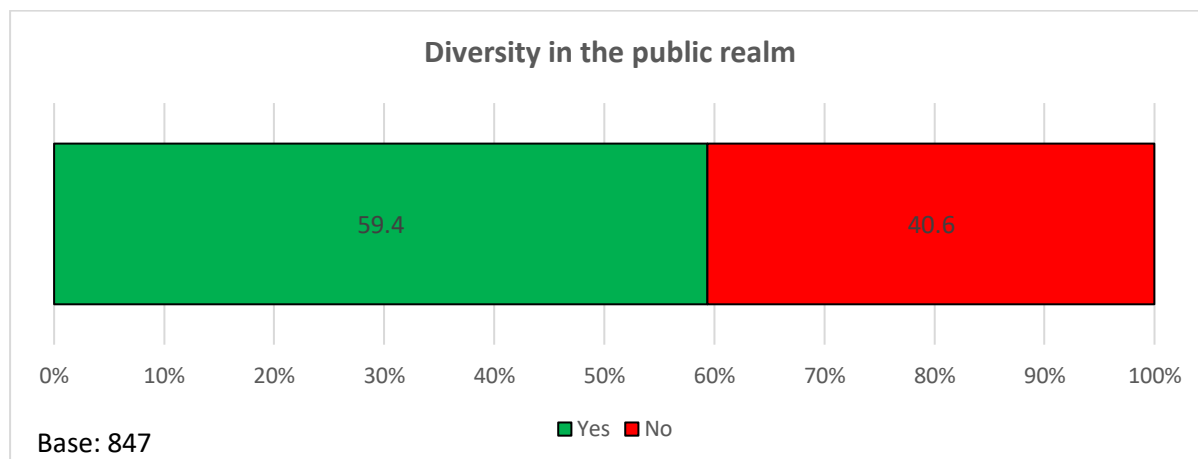
Diversity in the public realm:

Reviewing how we commemorate our history in public spaces and cultural life. This will include supporting the Wales-wide audit of statues, street and building names, within the context of exploring connections with the slave trade.

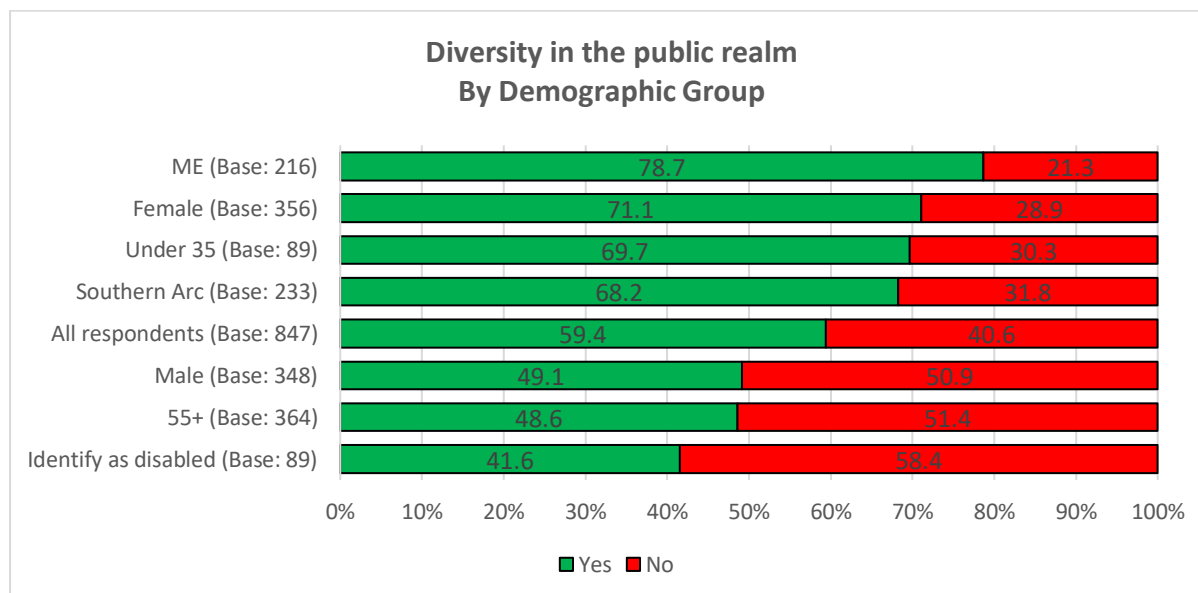
A total of 847 responses were received for this question, giving an overall response rate of 97.5%.

Do you support this area as being a priority?

Opinion was more divided on making this area a priority, with 59.4% in support, and 40.6% against.

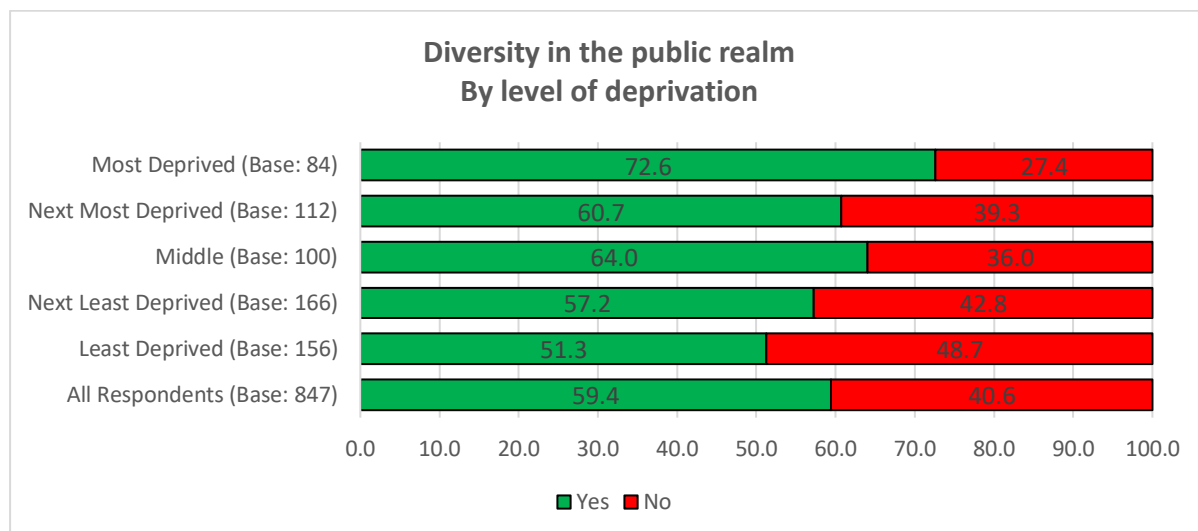


Support for this area of focus was again highest amongst respondents from a minority ethnicity (78.7%), contrasting with 41.6% from respondents identifying as disabled.



Your Priorities for the Cardiff Race Equality Taskforce

While not a clear correlation, those living in the more deprived areas of the city showed a higher level support for this than those living in the less deprived areas:



If no, please tell us why

Respondents who did not support this area of focus were asked to outline why. A total of 292 responses were received, which have been coded into the following themes:

Theme	No.	%	Example comments
It's our heritage - we need to learn from History / Cannot change it	194	66.4	<ul style="list-style-type: none"> - Stop trying to rewrite history -- slavery needs to be explained in the context of the times without the current policy of demonising white people whilst ignoring the fact that Black & Arabic people were actively participating in the slave trade. - History wiped from view removes the ability to learn from the past. - Whether good or bad, let us ALL learn from our true history. Hiding evidence of this is the sort of censorship any fair society should oppose. - I think from this point going forward no further references to the slave trade should be used. History is what it is. The slave trade should not be glorified or forgotten. Removing all links may have the opposite effect than what is intended. - We cannot delete our past. We need to accept but provide education, otherwise do we delete and destroy all reference to the romans, the Vikings, Mary queen of Scots the Tudors. Factory owners who were enlightened and tried to help their workers would be considered explorers and sweatshop owners now. The past is just that past. Understated with plaques explaining the reason for the statues and what they did wrong.

Explain context of times	89	30.5	<ul style="list-style-type: none"> - <i>These bits of street furniture have developed over a long time and were correct at the time they went up - we should better understand why they went up and not focus on it as a politically correct thing now - if they were wrong then - why are we right now?</i> - <i>We learn from our history and past citizens erecting statues etc. is a reminder of how they viewed life at that time.</i> - <i>Will result in hiding our past and future generations not knowing about the shameful incidents in our past.</i> - <i>Statues are our history. We cannot ignore them. What they may have represented may not suit us now, but that does not change what happened in the past.</i>
More important issues	62	21.2	<ul style="list-style-type: none"> - <i>You've got better things to do. Look to the future, not the past.</i> - <i>There are so many more pressing issues.</i> - <i>I feel that the priorities should have a direct impact on improving the lives of BAME individuals. I do not feel this priority will benefit BAME's in the same way that the above priorities will.</i> - <i>Emphasis in public spaces & cultural life should be Welsh history. Exploring connections with slave trade is important, but a relatively small subset of this.</i>
Support Changes	22	7.5	<ul style="list-style-type: none"> - <i>I think it's important but a lower priority than education and practical action to address people's challenges in the present.</i> - <i>This can be done once the major issues have been addressed.</i> - <i>It's important but education and employment should be prioritised if funds are limited.</i>
Waste of money	20	6.8	<ul style="list-style-type: none"> - <i>That is a waste of money. The statues no one cares about / or can see. Spend the money shipping homeless people elsewhere.</i> - <i>Where do we ultimately draw the line in respect of groups that have been marginalised or treated poorly over centuries? It's a waste of council money.</i>
Concentrate on present/future	15	5.1	<ul style="list-style-type: none"> - <i>We should focus on improving the opportunities for people now, rather than waste time worrying about the past.</i> - <i>This is our history, it's now and the future that matters.</i>

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Welsh History	11	3.8	<ul style="list-style-type: none">- <i>It's welsh history - remove the history - lose its identity. I think statues should remain but include plaques containing info; relating to any slave trade involvement.</i>- <i>Emphasis in public spaces & cultural life should be Welsh history. Exploring connections with slave trade is important, but a relatively small subset of this.</i>
Misc.	4	1.4	<ul style="list-style-type: none">- <i>History good and bad is commemorated by street names and statues- anyone who is upset by a statue should be referred to the city's fine psychiatric services.</i>- <i>This could be decisive if changing existing names.</i>- <i>Western Civilisation made slaving illegal. Cardiff rich multicultural residents came here because of opportunity and prosperity this should be celebrated, but not as a particular priority to suit the trendy agenda.</i>

Your Priorities for the Cardiff Race Equality Taskforce

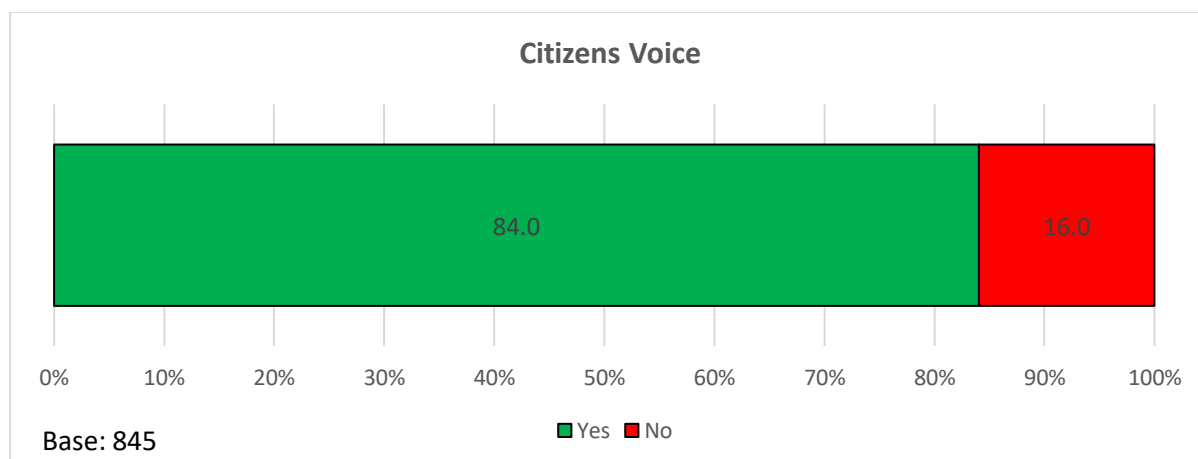
Citizens Voice:

Supporting the civic and democratic involvement of BAME communities through voter registration and making sure Cardiff's BAME communities are counted in the Census 2021.

A total of 845 responses were received for this question, giving an overall response rate of 97.2%.

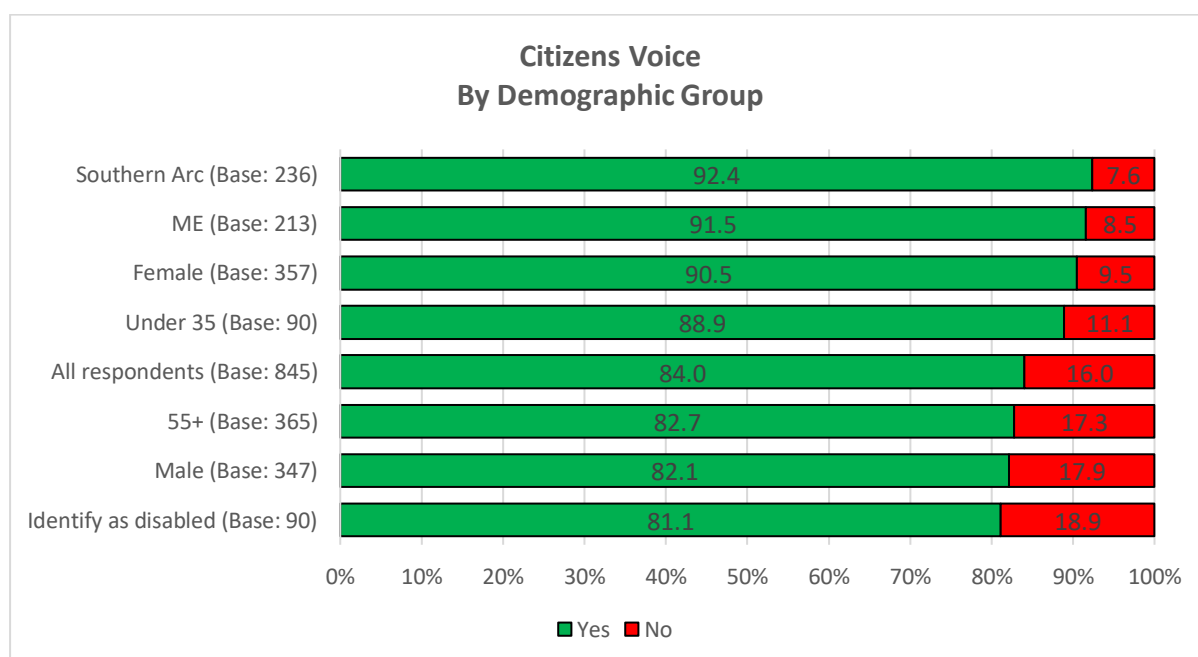
Do you support this area as being a priority?

Five out of six respondents (84.0%) supported this area of focus being prioritised.



Support was highest amongst respondents living in the Southern Arc of the city (82.4%), those from a minority ethnicity (91.5%) and women (90.5%). It was lowest amongst those identifying as disabled (81.1%), men (82.1%), and older respondents (82.7%).

There was no pattern of response when looking at the different levels of deprivation in the city.



If no, please tell us why

Respondents who did not support this area of focus were asked to outline why. A total of 97 responses were received, which have been coded into the following themes:

Theme	No.	%	Example comments
Census already applies to all	34	35.1	<ul style="list-style-type: none"> - <i>Every resident is already included in the census.</i> - <i>We already have on forms how or what nationality we are.</i> - <i>I simply do not understand what you are asking here. Everyone should be included in the census.</i> - <i>I thought it already was expected that residents sign up to the Census.</i> - <i>Should already be in place.</i>
This should apply to all not just BAME	32	33.0	<ul style="list-style-type: none"> - <i>It should be across the board not just BAME.</i> - <i>They should be treated the same as everyone else no different.</i> - <i>Everyone should be treated equally despite race/colour! This whole black lives matter campaign should be all lives matter.</i> - <i>We should make sure that EVERYBODY is included in the Census - not just the BAME community.</i> - <i>All diverse groups should be an issue, not just the latest trendy issue.</i>
Individual responsibility / choice	26	26.8	<ul style="list-style-type: none"> - <i>Every citizen gets a census form and it is up to each one of us to fill it in.</i> - <i>Surely people should be able to sort out their own voter registration and Census returns.</i> - <i>Everyone should take individual responsibility to register to vote and complete the census.</i> - <i>Surely it is the individual's responsibility to register appropriately.</i>
Positive discrimination	17	17.5	<ul style="list-style-type: none"> - <i>It is beginning to sound as if being white will be a disadvantage.</i> - <i>Because it's racist. The colour of someone's skin should be a matter of complete irrelevance.</i> - <i>This sounds racially biased.</i>
Not a priority	8	8.2	<ul style="list-style-type: none"> - <i>The scant resources of the council can be better spent.</i> - <i>I see no reason for this.</i>
Misc.	5	5.2	<ul style="list-style-type: none"> - <i>This will not bring jobs or make people better.</i> - <i>Not sure this would improve things.</i> - <i>More emphasis should be placed on integration and the development and evolution of a uniquely Welsh/British culture in whatever shape it takes over the generations.</i>

Your Priorities for the Cardiff Race Equality Taskforce

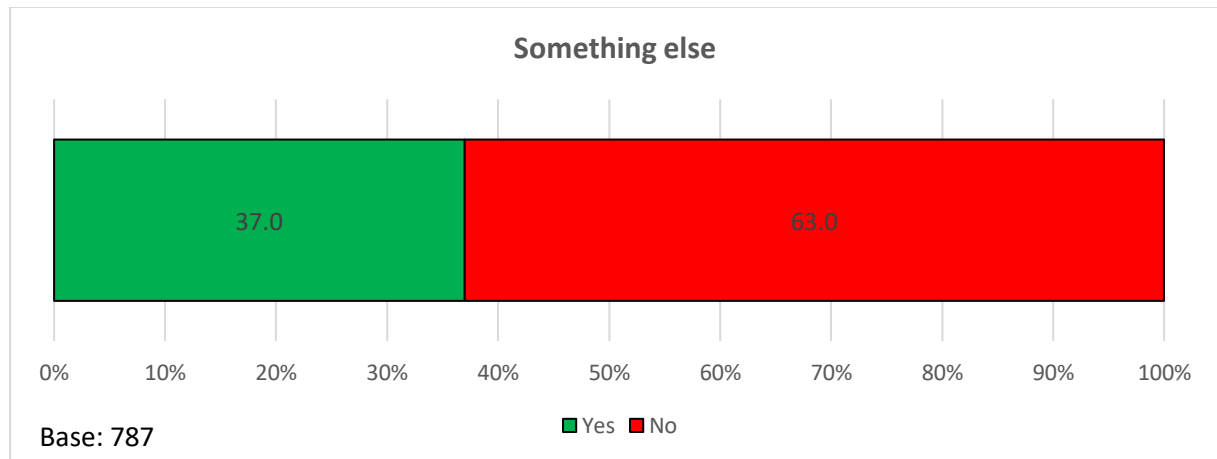
Something else:

Would you like to suggest a different priority for the Taskforce?

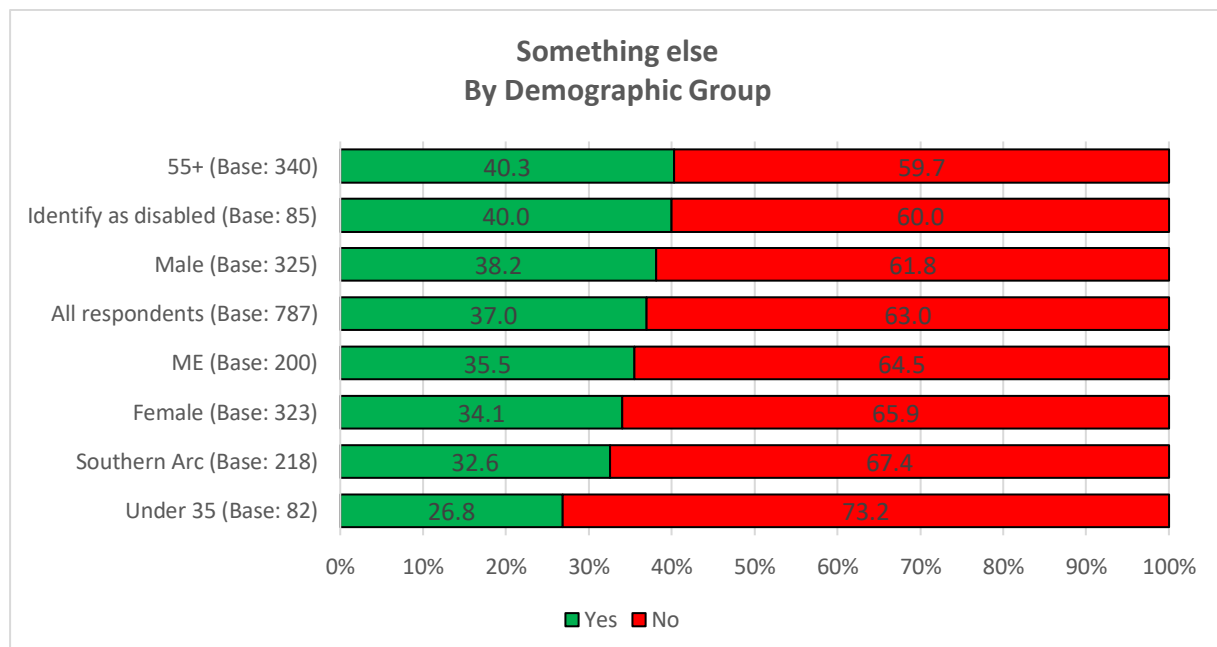
A total of 787 responses were received for this question, giving an overall response rate of 90.6%.

Do you support this area as being a priority?

Just over a third of respondents (37.0%) had a suggestion for an additional area of focus for the Taskforce to look at.



Older respondents were notably more likely than their younger counterparts to put forward an alternative proposal (40.3% compared with 26.8% respectively).



Please tell us your idea

Overall, 278 responses were received to this question, which have been grouped in to the following themes:

Theme	No.	%	Example comments
Equality for all	67	24.1	<ul style="list-style-type: none"> - <i>Treat every citizen equally.</i> - <i>Ensuring that all citizens are treated equally - not positive bias, not favouritism - equal opportunities for ALL - no bias in any direction.</i> - <i>This is about diversity and equality. As such it should cover all ethnicities and not positively discriminate for one over another. I.e. Black, Asian, White Welsh should all have the same opportunities.</i> - <i>Make sure everyone is treated fairly, not just those whose voices are the loudest.</i> - <i>Look to the future, not the past. Do not try and change our culture and history. Rather than focusing on BAME residents focus on getting equality and representation for everyone.</i>
Education/History	53	19.1	<ul style="list-style-type: none"> - <i>Teaching everyone that there is one race the human race.</i> - <i>Black history being a mandatory part of curriculum in schools.</i> - <i>Compulsory lessons in schools for all children in respect of black history, citizenship and personal / collective responsibility</i> - <i>Change takes place through education. This needs to be done at all levels in all cultures. There's no point in concentrating on Britain's history when you don't challenge attitudes of other countries where the slave trade is profitable and child labour is accepted.</i>
Employment/ institutional racism/ leadership positions	35	12.6	<ul style="list-style-type: none"> - <i>Percentage of workforce from the BAME background employed by the LA in management positions. What is being done to balance this?</i> - <i>Commitment to have a significant representation of BAME groups in senior council positions in the next 3 years.</i> - <i>Ensuring there is equal pay for BAME staff in the workplace.</i> - <i>I should like to see efforts to ensure that BAME people are encouraged into the mainstream workforce of the city. At present they seem to be concentrated in certain areas, e.g. Taxi driving, catering. This must start with schools and colleges.</i>

Better communication	26	9.4	<ul style="list-style-type: none"> - <i>Engaging, informing, involving, if you can't get the majority of communities involved it's not likely to be successful. You risk alienating communities if you change names and pull down statues without consultation and Involvement. I thought the vote for the statue was really positive. It informed and allowed the community to vote. If you do decide to take down statues who should go in place?</i> - <i>A simple slogan "equality for all who live in Wales" is all that you need (if anything at all which I doubt). But written only in English because almost 80% of Welsh-born people and 99.99999% of BAME people do not have even the most basic grasp of the Welsh Language - and very much more to the point do not have the first inkling of a desire to waste any part of their precious lifetime bothering with it. Obviously including me!</i> - <i>Explaining to the white majority just why BAME issues are important and can lead to an unfair and damaged society.</i>
Improve public perception	23	8.3	<ul style="list-style-type: none"> - <i>Include more BAME history in the school curriculum and teach children about different cultures. Creating an understanding and tolerance for others at an early age should nurture the next generation of children in Cardiff to not be as ignorant as their parents.</i> - <i>The media uses inflammatory methods in dealing with this issue ensure the public are kept up to date by you not misleading media outlets.</i>
Better engagement	23	8.3	<ul style="list-style-type: none"> - <i>Put forward funding or reach out to people to start a pan African Saturday or after school program.</i> - <i>More focus on youth services to engage with BAME young people at an earlier point.</i>
Better Integration	22	7.9	<ul style="list-style-type: none"> - <i>To ensure BAME people are integrated throughout the community i.e. not housed in areas of large BAME community e.g. Butetown.</i> - <i>Some parts of the BAME communities have individuals who are not allowed to integrate and this should be an area of concern. By this I am particularly thinking of those women who are dominated by their menfolk and not given much personal choice in anything.</i>
Health	16	5.8	<ul style="list-style-type: none"> - <i>Addressing equitable healthcare for BAME communities as demonstrated by the COVID-19 pandemic.</i>

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			<ul style="list-style-type: none"> - <i>Autism in the Somali community should be priority too as there is a higher prevalence amongst children from Somali backgrounds.</i>
Tackle racism	16	5.8	<ul style="list-style-type: none"> - <i>There are still a lot of people living in Cardiff with extreme racists views. We need to address this.</i> - <i>Making racism illegal and possibly giving custodial sentences for it.</i>
Police / diversity / treatment	13	4.7	<ul style="list-style-type: none"> - <i>Challenge & support how black males in particular are perceived & treated by the police force.</i> - <i>Audit of policing - stop and search.</i>
Poverty	13	4.7	<ul style="list-style-type: none"> - <i>The task force should look at why certain ethnic groups within the BAME are not doing as well as other BAME groups. If it is found that poverty maybe the course then it needs to be evaluated against similar none BAME groups who are in the same poverty bracket.</i> - <i>How GCSE and A Level exam standardisation linked to historic school performance impacts pupils in all Cardiff schools and how this impacts on pupils from deprived communities including BAME communities.</i>
Better Training	13	4.7	<ul style="list-style-type: none"> - <i>Equality in skills training across all communities.</i> - <i>Skills training for young people and activities for teenagers, especially boys.</i>
Disband taskforce / Waste of Money	12	4.3	<ul style="list-style-type: none"> - <i>Disband it and put the cash saved towards the repair of our disgraceful roads.</i> - <i>There is no need for a "taskforce". A waste of time and effort just to be seen virtue signalling.</i>
Crime concerns	10	3.6	<ul style="list-style-type: none"> - <i>Look at sex trade slavery, and stamp it out the thought of children and young girls being trafficked and never knowing the joy of freedom is the worst possible slavery. Child marriage sickens me 12 year old children forced to marry 45 year old males and in the worst case on their wedding night brutally used and dies of blood loss. These are the happening all the time throughout the world give these poor children a voice. Ban trips to countries where there children are regularly sold into the sex trade.</i> - <i>More effort into the Somali crime wave in Cardiff...It's a real problem. I've had a knife pulled on me. Get squatters off the streets of the City Centre. Do something worthwhile and not this money-wasting rubbish.</i>

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Housing	10	3.6	<ul style="list-style-type: none"> - <i>Ensuring that Cardiff maintains diversity in housing. Why do we settle communities in ghetto like conditions and only one community?</i> - <i>Access to good quality housing.</i>
BAME Business community	7	2.5	<ul style="list-style-type: none"> - <i>Help BAME community businesses and entrepreneurs who don't always the same opportunity or funding for their ideas.</i> - <i>Representation of BAME in businesses and fair treatment of black business people.</i>
Youth	8	2.9	<ul style="list-style-type: none"> - <i>More support to develop youth activities and support e.g. supervised youth centres, boxing clubs etc. to help alleviate antisocial behaviour and drug abuse.</i> - <i>Task force looking into the provision of grassroots sport in the city would have a positive effect on the health of all residents.</i>
Task force needs to be representative	8	2.9	<ul style="list-style-type: none"> - <i>The task force must be inclusive of groups within the city, the council must remember we all pay council tax.</i> - <i>Ensure no over representation.</i>
Elderly	7	2.5	<ul style="list-style-type: none"> - <i>What about older people who have lived and contributed to the economy of Cardiff all of their lives.</i> - <i>Affordable rental housing for elderly who are living in cramped and poor condition!</i>
Misc.	50	18.0	<ul style="list-style-type: none"> - <i>Focus on something that isn't broken. Like a better M4 relief road to Wales.</i> - <i>Promoting good civic attitudes, lawfulness, a hard work ethic, marriage and fathers in homes would help. Preventing teen pregnancies, promoting education and apprenticeships, voluntarism. Building good play facilities for children and youth clubs for teenagers. Mentoring activities specifically focused on boys from poor backgrounds or fatherless households.</i> - <i>Support the Welsh minority and their culture and language.</i> - <i>Younger children mix without question normally. Discuss why this appears to sometimes vanish as they get older. Are they responding to their parent's influence, or even that of their teachers?</i> - <i>Stop jumping on the BLM bandwagon</i>

Section 2: Priorities

Respondents were then asked to prioritise the different areas of focus, by selecting their top three themes.

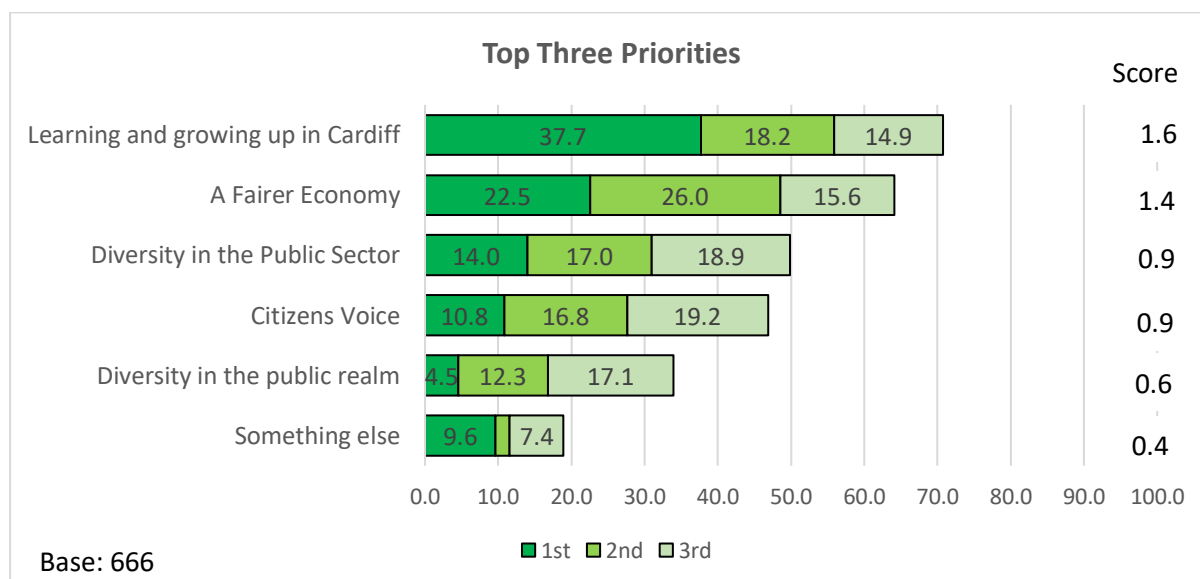
Responses to this question were validated to exclude non-responses (145), and multiple responses (e.g. ranking more than one option in first place; 58 responses), therefore including only those giving at least one exclusive ranking score to prioritise an area of focus. This gave a total of 666 responses to this question, a response rate of 76.6%.

Scores were calculated by assigning three points for each first place ranking, two points for each second place, and one point for each third place; these were combined for each theme, and divided by the overall number of respondents answering this question, to give a final score.

“Learning and growing up in Cardiff” was seen as the top priority, with 37.7% of respondents ranking this in first place, with an overall score of 1.6 out of three. It also received more votes than any other theme, with 70.7% of all respondents identifying this theme as a priority.

In second place, scoring 1.4, and ranked in first place by 22.5% of respondents, was “A Fairer Economy”, prioritised by 64.1% of respondents.

“Diversity in the Public Sector” was narrowly voted into third place ahead of “Citizens Voice”, with both achieving a score of 0.9, but the former getting both more votes overall (49.8% compared with 46.8%), and a higher proportion of first place votes (14.0% compared with 10.8%).



There was no variation in order of priority by demographic group.

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Those prioritising “Something Else” were asked to identify what this would be. Results have been split into first, second and third priority ranking.

A total of 65 responses were given for another first priority, which have been grouped into the following themes:

Theme	No.	%	Example comments
Disband Taskforce/Waste of money	11	16.9	<ul style="list-style-type: none"> - Close the Taskforce and get on with the business of the Council. There is much more need among the elderly and vulnerable, I think. Stop wasting resources at such a difficult time as this. - Re-deploy this team to better serve residents. This is PC madness! - Keeping the city well maintained (which it isn't) and clean (which it isn't). Efforts into this and not a virtue signalling "taskforce". Enough of this nonsense
Equality of all	9	13.8	<ul style="list-style-type: none"> - Ensuring equal opportunity for all - no bias in any direction or for any section of the community - Treating ALL THE PEOPLE EQUALLY. This will be greatly helped by removing all use of the Welsh Language from all schools, signs, dual language Council letters and the like. Then all citizens can start to be treated as being equal
Poverty	8	12.3	<ul style="list-style-type: none"> - Focus on underprivileged communities (regardless of race) rather than grouping individuals together based on skin colour. - Fair treatment for the poor - EVEN IF they are white - help in schools on the basis of need, not colour. - that is race equality
Education	6	9.2	<ul style="list-style-type: none"> - Improving education and careers advice so that young people of all races are aware of a variety of career opportunities - The curriculum
Better integration	6	9.2	<ul style="list-style-type: none"> - Helping everyone to live in a more equal society rather than viewing BAME people as separate - Encouraging of spontaneous mixing/ "togetherness" of all people/ groups of people without separating BAME as being special and thus distancing them even more.
Creating division	6	9.2	<ul style="list-style-type: none"> - Stop creating more diversity and friction by having these silly panels - Retaining the voice of Cardiffians, we are almost all mixed race going back 80 years, treat everyone equally, do not put Black people

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			<i>above white or division will occur, we are the indigenous people of Cardiff, keep everyone equal that way you will eliminate racism</i>
Crime	3	4.6	- <i>Keep Asian kids away from Radicalisation and noncery (ISIS and Grooming Gangs)</i>
Misc.	27	41.5	- <i>Why do we need to change? This must be evidence based and not just historic examples.</i> - <i>Improving the roads for private vehicles removing all bus lanes and cycle lanes</i> - <i>All are important</i>

A total of 11 responses were given for another second priority, which have been grouped into the following themes:

Theme	No.	%	Example comments
Education	4	36.4	- <i>Education is the key, one race the human race.</i> - <i>English language lessons for struggling ESOL speakers, especially adults.</i>
Poverty/Homelessness	2	18.2	- <i>Ridding Cardiff of homeless people.</i>
Support for Ethnic minority groups	2	18.2	- <i>The disproportionate impact of COVID-19 on BAME communities.</i>
Language	2	18.2	- <i>Ensuring that everyone who is seeking employment is able to speak English.</i>
All lives matter	1	9.1	- <i>Ensure that ALL lives matter. We must not be bullied just because some think themselves hard-done-by. We are not USA, we do not need these knee-jerk reactions because of something there. The UK is not systemically racist nor is Wales. It is an insult to ordinary citizens and those who work within the system to suggest that. Cowards hide their bigotry by jumping on a populist band-wagon. There are poor 'white' people, too and living in the same areas. EOD is not treating everyone alike.</i>

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A total of 38 responses were given for another third priority, which have been grouped into the following themes:

Theme	No.	%	Example comments
Equality for all	8	21.1	<ul style="list-style-type: none"> - Help everyone regardless of race, ethnicity, sexual orientation - It is the voice of true Cardiffians that matter be they black or white not recent arrivals of whatever race or religion. - Equality for all, Rich, Poor, White, non-White, educated, not educated.
Education	8	21.1	<ul style="list-style-type: none"> - Highlighting, encouraging and utilising the diverse skills discovered within all our school children without discrimination. - Free accessible education for all. - Public education project re Cardiff's history and the benefits to the white population of colonialism/slavery etc at the expense of the Black community
Addressing all racism	5	13.2	<ul style="list-style-type: none"> - Consider assumptions, gaps in understanding and cultural reference points across the breadth of the citizenship in Cardiff and create inter school/ inter faith/ inter social club links and programmes to correct wrong assumptions and fill gaps with proper knowledge and understanding - Addressing racism across wider public sector and private sector
Integration	4	10.5	<ul style="list-style-type: none"> - Creating a vision of a city that is ONE community, not fuelling divisions by determining services and assistance based on skin colour - Assimilation and integration
Disband	3	7.9	<ul style="list-style-type: none"> - Stop wasting public money solving non-existent problems.
Health	2	5.3	<ul style="list-style-type: none"> - Healthy Lifestyles for All
Misc.	12	31.6	<ul style="list-style-type: none"> - Be the voice against child and female slavery - Increased recycling. - Diversity in the Justice system: review of racial bias and BAME representation in the Family Courts and Criminal Justice system

Demographic Profile

What was your age on your last birthday?

	No	%
16-24	9	1.2
25-34	81	10.9
35-44	136	18.2
45-54	130	17.4
55-64	164	22.0
65-74	154	20.6
75+	51	6.8
Prefer not to say	21	2.8
Total	746	100.0

Are you...?

	No	%
Female	363	48.9
Male	350	47.1
Prefer not to say	26	3.5
Other	4	0.5
Total	743	100.0

Do you identify as Trans?

	No	%
Yes	3	0.4
No	695	95.1
Prefer to self-describe	3	0.4
Prefer not to say	30	4.1
Total	731	100.0

Do you identify as a disabled person?

	No	%
Yes	90	12.2
No	601	81.7
Prefer not to say	45	6.1
Total	736	100.0

Please tick any of the following that apply to you:

	No.	%
Deaf/ Deafened/ Hard of hearing	50	16.9
Mental health difficulties	66	22.4
Learning impairment/ difficulties	13	4.4
Visual impairment	14	4.7
Wheelchair user	4	1.4
Mobility impairment	68	23.1
Long-standing illness or health condition (e.g. cancer, diabetes, or asthma)	124	42.0
Prefer not to say	51	17.3
Other	21	7.1
Total Respondents	295	-

Which of the following best describes what you are doing at present?

	No.	%
Working full time (30+ hours per week)	319	43.4
Wholly retired from work	202	27.5
Working part time (less than 30 hours per week)	92	12.5
Permanently sick or disabled person	29	3.9
Unemployed - Registered Job Seeker	16	2.2
Caring for a child or adult	15	2.0
In full time education	14	1.9
Looking after home	7	1.0
On a zero hour contract	7	1.0
Unemployed - Unregistered but seeking work	7	1.0
Other	27	3.7
Total	735	100.0

Do you consider yourself to be Welsh?

	No.	%
Yes	481	65.5
No	253	34.5
Total	734	100.0

What is your ethnic group?

The proportion of respondents from a minority ethnicity were higher than that for the population of Cardiff as a whole, as measured by the 2011 Census.

	No.	%	Census 2011 (% of those aged 16+)
White - Welsh/English/Scottish/Northern Irish/British	481	64.6	82.1
White - Irish	12	1.6	0.9
White - Gypsy or Irish Traveller	1	0.1	0.1
White - Any other white background	39	5.2	3.7
Mixed/Multiple Ethnic Groups - White and Black Caribbean	10	1.3	0.8
Mixed/Multiple Ethnic Groups - White and Black African	7	0.9	0.4
Mixed/Multiple Ethnic Groups - White & Asian	10	1.3	0.5
Mixed/Multiple Ethnic Groups - Any other	11	1.5	0.5
Asian/Asian Welsh/British - Bangladeshi	9	1.2	1.1
Asian/Asian Welsh/British - Chinese	3	0.4	1.2
Asian/Asian Welsh/British - Indian	11	1.5	2.3
Asian/Asian Welsh/British – Pakistani	7	0.9	1.5
Asian/Asian Welsh/British - Any other	2	0.3	1.2
Black/African/Caribbean/Black Welsh/British - African	49	6.6	1.2
Black/African/Caribbean/Black Welsh/British – Caribbean	22	3.0	0.4
Black/African/Caribbean/Black Welsh/British - Any other	7	0.9	0.4
Arab	5	0.7	1.1
Any other ethnic group	13	1.7	1.7
Prefer not to say	46	6.2	-
Total	745	100.0	

Where were you born?

	No.	%
Elsewhere in the UK	225	30.4
Elsewhere in Wales	124	16.8
In Cardiff	275	37.2
Outside the UK	116	15.7
Total	740	100.0