

Race-Related Cultural Awareness Training

RESOURCE PACKAGE



Executive Summary



In May 2022, the national Police Race Action Plan (PRAP) launched across England and Wales, developed jointly by the National Police Chiefs' Council (NPCC) and the College of Policing, in collaboration with black communities and partner organisations. The plan sets out to tackle race disparities and address lower levels of trust and confidence in policing among some Black communities. It sets out a clear commitment to build an anti-racist police service that is both inclusive of, and trusted by Black communities.

In September 2022, the Criminal Justice Anti-Racism Action Plan for Wales (CJiW) was introduced to address racism within the criminal justice system and strengthen trust with ethnic minority communities. The plan aligns with the Welsh Government's Anti-Racism Wales Action Plan (ArWAP), which sets out a commitment for Wales to become an anti-racist nation by 2030. It takes a collaborative approach, bringing together key partners, including those from policing and probation services, to deliver a comprehensive response to race equality.

To ensure effective delivery of the PRAP and CJiW, our internal working group has been actively implementing a series of changes to align both plans with Dyfed-Powys Police's ongoing practices. Our mandatory Race-Related Cultural Awareness Training is a key step in that journey.

This training aims to enhance officers and staff's understanding of racism, anti-racism, Black history, and the connections to policing. These sessions provide a safe space to learn, reflect, and discuss how we can challenge racism and create an inclusive and equitable environment for all.

Following the training, we encourage you to use this 'Resource Package' as a toolkit to reflect on key themes covered, deepen your understanding of anti-racist practice, and explore what it means to be an anti-racist ally.

The 'Resource Pack' provides an overview of the two national plans (PRAP and CJiW), outlines our Dyfed-Powys' internal strategies, and includes a selection of recommended resources such as; books, podcasts, videos, and movies/documentaries to help broaden your knowledge. This is an interactive package, please click on images and links to explore relevant resources.

If you wish to raise questions or discuss the content in this document, please email equalityanddiversity@dyfed-powys.police.uk.

Table of Contents




National Plans.....	1
Police Race Action Plan.....	
Criminal Justice Anti-racism Action Plan for Wales.....	
Dyfed-Powys Police.....	2
Strategic Equality Plan (2024-2028).....	
Ethnic Minority Staff Support Network.....	
Positive Action.....	
Be an Upstander.....	3
Recommended Reading.....	4-5
Action Plans and Update Reports.....	
Adultification.....	
Dyfed-Powys Police and Crime Commissioner.....	
Language and Terminology.....	
Positive Action.....	
Racial Trauma	
Stop and Search.....	
Understanding and Valuing Diversity.....	
Welsh Government	
General Reading.....	
Book Recommendations.....	6-8
Podcast Recommendations.....	9-11
Video Recommendations.....	12-13
Movies and Documentaries.....	14-17
The Duty to Challenge Improper Conduct.....	18
How to Report Improper Conduct.....	19




Click any chapter title to jump straight to its section

NATIONAL ACTION PLANS



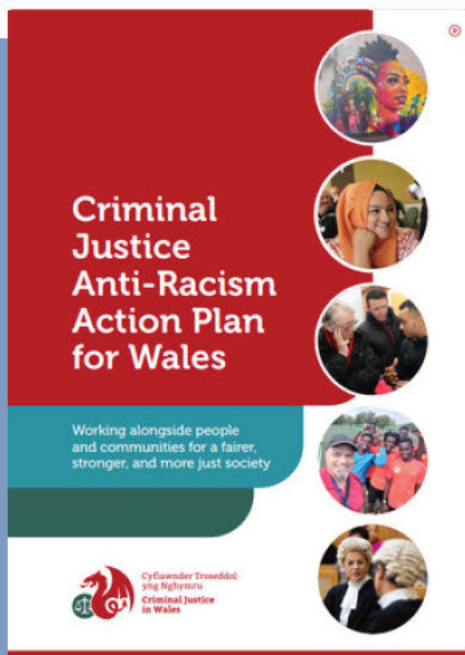
Police Race Action Plan

Update Report 2025




The Police Race Action Plan (PRAP), published by the National Police Chiefs' Council (NPCC) and the College of Policing, sets out the commitment of Chief Constables across England and Wales to build an anti-racist police service and address race disparities. The plan has been jointly developed by the NPCC and the College of Policing, with input from individuals and organisations with expertise in this area, including the National Black Police Association (NBPA). The plan seeks to tackle the lower levels of trust and confidence among some Black communities and to reform or explain race disparities in policing affecting Black people.

The Criminal Justice Anti-Racism Action Plan for Wales ([CJiW](#)), was developed as part of the Welsh Government's Anti-Racism Wales Action Plan ([ArWAP](#)), to support a whole-system, one public service approach to race-equality. Overseen by the Criminal Justice Board for Wales and independent scrutiny groups, the plan sets out to eliminate racial disproportionality within the criminal justice system and highlight the lived experiences of ethnic minority communities. Progress of the plan is tracked annually to ensure long-term systemic change, and support the First Minister of Wales' goal of making Wales an anti-racist nation by 2030.



Criminal Justice Anti-Racism Action Plan for Wales

Working alongside people and communities for a fairer, stronger, and more just society





Strategic Equality Plan

2024-2028



Dyfed-Powys Police (DPP) and the Police and Crime Commissioner (PCC) have published a new Strategic Equality Plan for 2024-2028, aimed at enhancing equality and inclusivity across the police force and the Crime Commissioner's Office (OPCC). The Plan highlights four key objectives that collectively define our force's priorities until 2028. These objectives will drive progress against our general compliance with the Equality Act 2010, ensuring that we are providing a fair and equitable service for all, as well as helping us become an employer of choice for our collective workforces.

Dyfed-Powys Police has an Ethnic Minority Support Network (**EMSN**), which is free to join. This Network aims to foster a safe space to voice concerns, address issues, provide individual support and improve the experience of all Ethnic Minority staff and officers.

If you have questions, queries or would like to join the EMSN please contact us in confidence via e-mail at: emsn@dyfed-powys.police



RHWYDWAITH CYMORTH
LLEIAFRIFOEDD ETHNIG
ETHNIC MINORITY
SUPPORT NETWORK

Dyfed-Powys Police is committed to recruiting individuals from a range of diverse backgrounds in order to be fully representative of the communities we serve.

Positive Action Strategy

2024-2028



What is Positive Action?

Our Positive Action Strategy helps create a level playing field for people to compete on equal terms. It includes a range of lawful actions to address barriers in employment opportunities that those with protected characteristics may face.

Positive action stops before any part of the selection process - and therefore does not mean providing unfair advantage to certain candidates because of their protected characteristics.

Be an Upstander



Dyfed-Powys Police recognises that policing leads to close bonds with our colleagues.

It can often be difficult to speak up when someone we like and trust says or does something that we know is wrong. But, if we do not, it is in those gaps where serious threat, risk and harm can take root.

The confidence to challenge and report has a high bar, and is hard to restore once damaged – for example by seeing colleagues ignore or encourage damaging behaviours, or pick sides. Nonetheless, it means having the courage to speak out against words or actions that demean, exclude or harm others. It is about choosing not to stay silent when someone uses offensive or discriminatory language, but instead, address issues respectfully and firmly to show that such behaviour is not welcome at Dyfed-Powys Police.



**Be an Upstander,
Not a Bystander**



The College of Policing have published a mandatory '[Upstander](#)' E-Learning course. This digital learning module enables individuals to reflect on their previous experiences of inappropriate conduct. It allows people to consider the 4D options so that they will have the confidence to intervene as an upstander for others in the future. Take this 30 minutes course now to further explore your knowledge!

Read the [final pages](#) of this document if you wish to raise concerns regarding improper conduct or visit [PSD's](#) intranet page for [contact details](#) and advice.



Action Plans and Update Reports:

- [Criminal Justice in Wales Anti-Racism Action Plan](#) (Complimenting the [Anti-racist Wales Action Plan](#)).
- [Police Race Action Plan](#) (PRAP)
- [Unison: Anti-Racism Charter](#) ([Bilingual](#)).

Adultification:

- Resources launched to tackle racism in the youth justice system: [Anti-racism resources released as part of a YJB-funded initiative have launched to raise awareness of adultification in the youth justice system](#) (January 2025).
- Addressing Racial Disparity in the Youth Justice System - GOV.UK. [The YJB's anti-racism resource - Youth Justice Resource Hub](#)

Dyfed-Powys Police and Crime Commissioner:

- Police and Crime Plan 2025-29: [Improving Trust and Confidence in Local Policing](#)

Language and Terminology:

- [Why we no longer use the term 'BAME' - Equality Hub](#). (To summarise, "BAME" excludes people who are included in the census category of 'mixed', 'Gypsy, Roma and Traveller', and 'White Other' groups. Example of more appropriate term : 'people from ethnic minority background')
- Dyfed Powys Police: [UK Government Guidance on Terminology \(DPPi2\)](#)

Positive Action:

- Getting it together: [Managers' toolkit for growing the conversation on Positive Action](#).

Racial Trauma:

- Hyb ACE Cymru/ ACE Hub Wales: ["Do you see my Trauma"](#)
- Ace Hub Wales (CJIW): [UNDERSTANDING AND RESPONDING TO RACIAL TRAUMA \(PDF\)](#)
- ACE Hub Wales: [Racial Trauma. Full Resource Package](#)



Stop and Search:

- HMICFRS: [Disproportionate use of Police Power: A spotlight on Stop and Search and Use of force](#)
- Stop and Search figures for England and Wales: [Ethnicity facts and figures \(2024\)](#)
- Crest Report 1 (Adult Findings): [Crime, policing and stop and search: Black perspectives in context \(PDF\)](#)
- Crest Report 2 (Child Findings): [Forgotten voices: Policing, stop and search and the perspectives of Black children \(PDF\)](#)

Understanding and Valuing Diversity:

- Dyfed-Powys Police released an overview of the different Religions, Beliefs and Culture that exist within communities in the Dyfed-Powys Police Force area: [Understanding and Valuing Diversity \(2021\)](#)
- Police and Crime Plan 2025-29: [Improving Trust and Confidence in Local Policing](#)

Welsh Government:

- An Anti-racist Wales: [Anti-racist Wales Action Plan \(2024\)](#)
- Cymru Wrth-hiliol: [Cynllun Gweithredu. Cymru Wrth-hiliol \(2024\)](#)
- Welsh Parliament: [Action, not words: towards an anti-racist Wales by 2030 \(2024\)](#)

General Reading:

- Commission on Race and Ethnic Disparities: [The Report \(2021\)](#)
- Independent Office for Police Conduct (IOPC): [Discrimination toolkit: Case studies \(November 2024\)](#)
- Independent Office for Police Conduct (IOPC): [Race discrimination report, November 2024](#)
- INQUEST: ["I Can't breathe" Race, death and British policing. Full report \(PDF\)](#)
- Independent Office for Police Conduct (IOPC): [Operation Hotton Learning report, January 2022](#)
- The Bar Council's Race Working Group: [Race at the Bar Report 2021](#)

E-Learning Resources

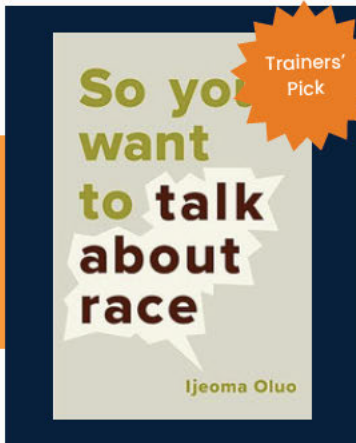
[Code of Ethics](#)

[Equality Act 2010](#)

[Contextualising the Police Race Action Plan](#)



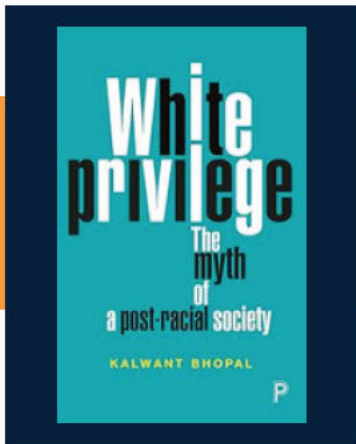
BOOK CLUB



So You Want To Talk About Race

Author: Ijeoma Oluo

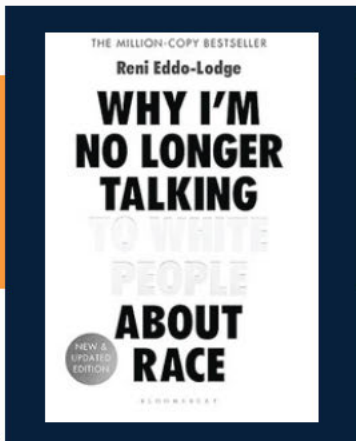
The book offers a practical and accessible guide to understanding and discussing race and racism; addressing topics such as privilege, micro-aggression, intersectionality and the Black Lives Matter movement. Oluo combines her personal experiences with research and offers a straightforward, funny and effective explanation of complex issues.



White Privilege: The myth of a post-racial society

Author: Kalwant Bhopal

The book examines how white privilege continues to shape education, employment and social opportunities in a supposedly “post-racial” society. The book explores how systemic inequality can often remain invisible, and challenges the idea that society has moved beyond race. Through research she highlights the persistence of structural racism and the need to take action to address it.



Why I'M No LONGER TALKING TO WHITE PEOPLE ABOUT RACE

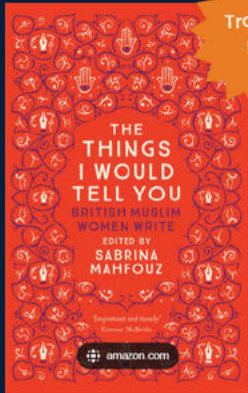
Author: Reni Eddo-Lodge

Eddo-Lodge explores how racism in Britain is deeply rooted in its history, institutions, and culture, rather than just individual prejudice. The book challenges readers to move beyond denial by highlighting how white privilege operates as the unspoken norm, while people of colour face systemic barriers.

BOOK CLUB



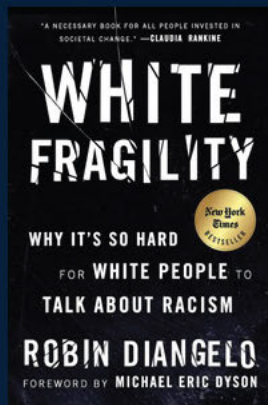
Trainers'
Pick



The THINGS I WOULD TELL YOU: British Muslim Women Write

Author: Sabrina Mahfouz

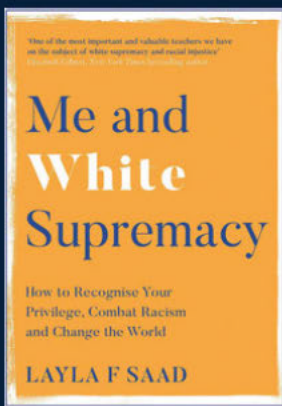
The anthology gathers writing by British Muslim Women, both established authors and novice writers, through poems, essays, short stories and plays. The pieces confront stereotypes, challenge narrow portrayals of Muslim women and covers topics such as religion, race, patriarchy and belonging.



White Fragility: Why It's So Hard for White People to Talk About Racism

Author: Robin DiAngelo

The international Bestseller *White Fragility* challenges the notion that racism is limited to "Bad people", reframing it as a systemic issue rooted in social structures and cultural norms. The book urges readers to have more honest conversations about race.

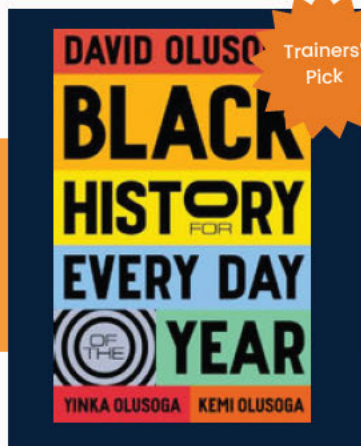


Me and White Supremacy: How to Recognise Your Privilege

Author: Layla F. Saad

Me and White Supremacy is a thought-provoking read for white people who want to challenge white supremacy but do not know where to begin. Saad highlights how society cannot end white supremacy through awareness alone, but instead highlights a need to reshape understanding into action.

BOOK CLUB



Black History for Every Day of the Year

Author: David Olusoga

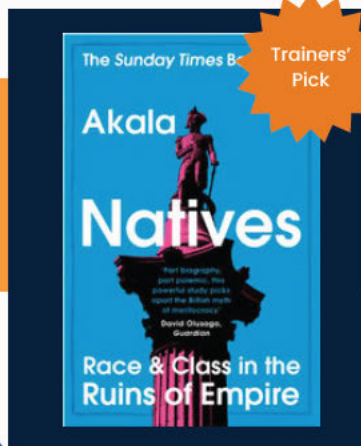
“Black History for Everyday of the Year” by historian and broadcaster, David Olusoga and his siblings, Yinka and Kemi, unpacks the stories of Black history. The book highlights some inspiring Black figures from the past and present day, showcasing the moments of racism, resistance and celebration.



START WITH WHY

Author: Simon Sinek

The book draws upon real-life stories of some influential figures, including Martin Luther King, to showcase how successful leaders are those who motivate and inspire others. The book is for those who want to explore the question of, “Why do you do what you do?”, and for those looking for a moment to feel inspired or seek to inspire others.



Natives

Author: Akala

Akala's *Natives: Race and Class in the Ruins of Empire* explores how British colonialism continues to shape race and class in contemporary society. Drawing upon his own background of growing up mixed-race and working-class in London, he shares his personal experiences of systemic racism. The book breaks down the ‘myth’ of a ‘post-racial’ society, and is a must read for those seeking to explore how British history continues to shape racism today.

PODCASTS



SHOW RACISM THE RED CARD Podcast

SHOW RACISM THE RED CARD: PODCAST

'25 for 25', their 25th anniversary podcast series, brought together 25 famous faces to discuss some personal stories, the importance of anti-racism education, how far we have come in sighting racism, and the work we still have to do.

THE SAFER COMMUNITIES PODCAST.

Series 1, Episode 4: Tackling Racism and Hate Crime - The work of Victim Support in making Wales a kinder, more inclusive place to live. This episode explores ways of tackling hate crime and racism, including perspectives from Dyfed-Powys Police.



Has Racism Really Changed? From Black Lives Matter to EDI Backlash and Beyond

In this episode, Kalwant Bhopal, author of 'White Privilege: The myth of a post-racial society', discusses why those from black and ethnic minorities continue to be marginalised, as well as highlighting the "backlash" against the #BlackLivesMatter movement.

PODCASTS



Trainers' Pick

Black Lives Matter – What Matters

The “What Matters” Podcast, combines documentary narratives, with interviews to highlight the social issues that matter the most. It aims to provide a safe space to discuss race equality and social justice. “What Matters” is a space to connect, learn and think freely about transforming the world.

ABOUT RACE WITH RENI EDDO-LODGE

From the author behind the bestselling “Why I’m No Longer Talking to White People About Race”, Eddo-Lodge delves deeper into the themes of the book, and reflects on the phrase that sparked a national conversation.



Trainers' Pick



Black Lives Matter: The Story of a Slogan

The death of George Floyd promoted debate around racism in the US and beyond. This podcast provides the story behind a movement, with input from Black Lives Matter activists and guest speakers.

PODCASTS



SGWRS PODCAST: TOWARDS AN ANTI-RACIST WALES

Listen to Estyn's podcast, Sgwrs, as speakers explore how education providers across Wales are working towards an anti-racist curriculum. This episode includes practical insights from experts on how schools and local authorities are fostering an anti-racist culture, alongside advice for school leaders on taking meaningful action.

How to Talk to Children About Race with Dr Pragya Agarwaki

Listen in on the conversation as Dr Agarwal, author of *'Wish We Knew What to Say. Talking With Children About Race'*, explores some of the important conversations around race and discrimination that we should be having with children.



BECOMING AN ANTIRACIST

The education podcast, "Becoming an Antiracist", offers a space to listen, reflect, engage and learn. Alongside guest speakers, the podcasts covers topic such as the importance of history, de-colonising the curriculum, unpacking racism in early years and much more!

VIDEOS



Natives: Race & Class in the Ruins of Empire by Akala

Join the BBC 5 live conversation with Akala as he debunks common misconceptions surrounding race and racism. The short episode highlights key themes from his book, *Natives*, alongside a link to tune into the audiobook.

[Listen to more](#) from the acclaimed rapper and activist as he shares personal experiences of racism, and explores the connection between race, class, and colonialism in British Society

Trainers' Pick



How to deconstruct racism, one headline at a time.

Baratune Thurston discusses his own personal stories, including his experience at Harvard University, living among "Whiteness". He explores what it means to be a Black man living in America, the role of police in society, evolution of black stories, and the importance of understanding headline. Thurston closes with the opportunity to reflect upon what "white supremacy" really means in day-to-day life.

Trainers' Pick



From 'A Tolerate Nation?' to an 'Anti-Racist Nation?': The Politics of Race Equality in Wales

Join Charlotte Williams OBE, as she marks 25 years of devolution settlement in Wales. Prof. Williams offers a view of the past, present, and future commitment of the Welsh Government in respect of race equality and asks, what can we do next?

VIDEOS



Not all superheroes wear capes.

Nova Reid is a diversity and anti-racism campaigner. In this powerful TEDTalk, she explores how racial biases are formed from an early age and how microaggressions can escalate into racial trauma. Reid challenges audiences to shift their perspectives, understanding microaggression not as actions limited to “Bad People”, but as everyday expressions of discrimination that are learnt and perpetuated over time.



The danger of a single story.

Chimamanda Ngozi Adichie’s “The Danger of a Single Story” warns against the risks of accepting a singular narrative about people or cultures, emphasising the importance of diverse perspectives. She highlights how single narratives can lead to misunderstanding and stereotypes about individuals and entire cultures. She shares her personal stories and how her early exposure to western literature influenced her perception of storytelling and identity.



Why Representation Really Matters.

Alisha Thomas’ commitment to inspiring young minds was kick-started around a decade ago during a mentoring meeting with young offenders in a prison. Thomas explores how society can support children to grow up with a sense of value, connection and understanding of differences. Hence challenging us to imagine a world where all cultures and backgrounds are represented in all aspects of life.



MOVIES AND DOCUMENTARIES



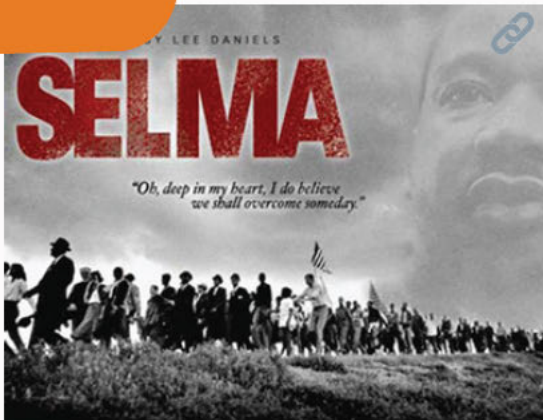
THE 13TH

The 13th is a 2016 American Netflix documentary. The title refers to the Thirteenth Amendment of the US Constitution, and the intersections of “Race, Justice and Mass Incarceration” during a post-war period.



WHEN THEY SEE US

Based on the true story of the Central Park Five, *When they see us*, takes us through the 1989 assault and rape of Trisha Meili, a 28-year-old white women. In the days following the attack, five Black teens from Harlan were falsely accused of the brutal crime. The case highlighted the effects of systemic racism and the judicial system views of Black teenagers.



SELMA

"Selma," is a 2014 historical drama which showcases a pivotal turning point in the U.S Civil Rights Movement. The film focuses on Dr. Martin Luther King Jr and the 1965 Selma to Montgomery voting rights marches, which ended in violence. The film portrays the courage showed by many, which ultimately led to the passage of the Voting Rights Act of 1965.



MOVIES AND DOCUMENTARIES



JUST MERCY

Just Mercy, presents the powerful true story of Harvard-educated lawyer Bryan Stevenson, who goes to Alabama to defend those facing wrong convictions. The film focuses on Walter McMillian, a man sentenced to the death penalty despite evidence proving his innocence. Bryan fights tirelessly for Walter, despite the system being stacked against them.

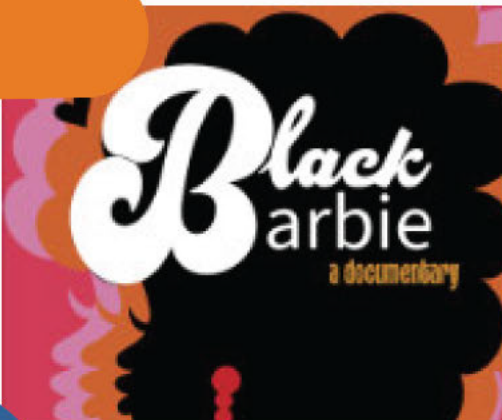


SMALL AXE

Small Axe is a British anthology film series, created and directed by Steve McQueen. The anthology consists of five films that tell distinct stories about the lives of West Indian immigrants in London from the late 1960s to the early 1980s.

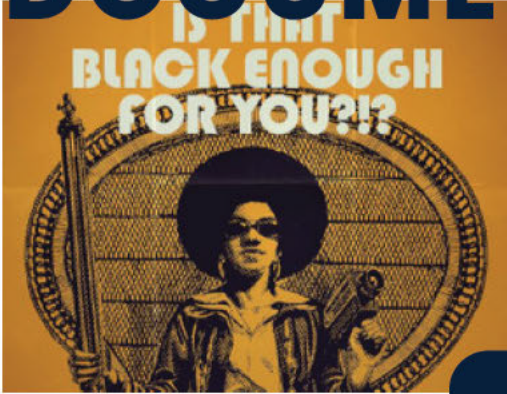
BLACK BARBIE

The Netflix film, Black Barbie, explores the creation and cultural impact of the first Black Barbie Doll, released in 1980. Directed by Lagueria Davis, the film highlights the contributions of Black women at Mattel, during the doll's development. The documentary also examines the broader importance of representation in toys and media, alongside how it can impact children's self-identify.





MOVIES AND DOCUMENTARIES



IS THAT BLACK ENOUGH FOR YOU?!?

The Netflix Movie, "IS THAT BLACK ENOUGH FOR YOU?!?", tracks the history of Black cinema, focused mainly on the 1970s, with archives and new interviews with many key players from the era. Elvis Mitchel explores the history of Black representation and the cultural impact of witnessing "Unapologetic Blackness".



HOW WIDESPREAD IS RACISM IN FOOTBALL? SHAME IN THE GAME

BBC Three, brings emotional interviews and shocking undercover footage of racial abuse within football culture. The documentary shows the scale of racism that still needs to be tackled. Although this documentary is no longer available on BBC, clips can be viewed on YouTube. Select image to watch.

STEPHEN LAWRENCE

THE MURDER THAT CHANGED A NATION



STEPHEN: THE MURDER THAT CHANGED A NATION

The BBC documentary, *Stephen: The Murder That Changed a Nation*, tells the true story of the devastating murder of Stephen Lawrence. A event that shocked a nation and shone a spotlight on racism. Two decades on, what is Stephen Lawrence's legacy?

Although this documentary is no longer available on BBC, episodes can be viewed on Youtube. Select image to watch



MOVIES AND DOCUMENTARIES



THE SCHOOL THAT TRIED TO END RACISM

The Channel 4, ground-breaking series follows a pioneering British school as it tries to help its students uncover and eradicate hidden racial biases. Led by experts and inspired by similar programmes from American schools, an ordinary class of 11 to 12- year olds take part in a series of activities designed to challenge everyday racism.



TROY DEENEY: WHERE'S MY HISTORY (CHANNEL 4)

Join Troy Deeny, footballer and anti-racism campaigner, on his mission to get the histories and lived experiences of Black, Asian and ethnic minority cultures integrated into schools' curriculum across the UK.



BEING BRITISH ASIAN: WHO DO WE THINK WE ARE? (BBC)

As part of the BBC's Big British Asian Summer, Mobeen Azhar and Nomia Iqbal host a series of special debates. The series explores issues around identity, religion, relationships and politics as British Asians.

The Duty to Challenge Improper Conduct



At Dyfed-Powys Police, we all have a duty to challenge and report improper conduct. This duty involves speaking up when witnessing actions that go against professional standards, DPP Polices and/or the code of ethics. Challenging improper conduct protects the wellbeing of individuals and helps uphold the values of fairness and integrity.

Challenging and reporting improper conduct is critical.

Forces cannot prevent what they are not aware of.

- Do not assume that someone else will know, or that someone else will report bad behaviour so you do not have to.
- In a number of tragic cases, colleagues or witnesses had prior concerns but failed to challenge and report so that the force could intervene.



Do not assume offensive language or improper conduct is a 'one-off' matter; you never know what else is going on that you are unaware of.

You have a wide network of people at Dyfed-Powys Police who are here to support and advise you, such as our dedicated well-being team and staff support networks.

You also have a number of options for reporting concerns- this can be done overtly or anonymously.

You do not have to be certain, just concerned.



How to report Improper Conduct



At Dyfed-Powys Police, we all have a duty to challenge and report improper conduct.

When you need to contact PSD, use the below details or visit DPPi2 intranet page for contact details of individuals in the unit:

PROFESSIONAL STANDARDS DEPARTMENT (PSD)



ANTI-CORRUPTION UNIT



FORCE VETTING UNIT



BAD APPLE

DPPi2 Bad Apple 



CRIMESTOPPERS

The Police integrity line is a completely independent service. Call: 0800 111 4444 or submit information online.

- Available 24/7, 365 days a year
- Allows you to remain 100% anonymous
- You have the option of anonymous 'two way' communication, providing the investigation team the ability to ask further questions. However it is your decision if you wish to engage this way

IOPC
Independent
Office for
Police Conduct

INDEPENDENT OFFICE FOR POLICE CONDUCT (IOPC)

IOPC Report line exists for police officers and staff who wish to report concerns of wrongdoing.

- 08458770061
- reportline@policeconduct.gov.uk

