



Strategic Advisor on Race Equity

Job description

Grade	Associate Director Grade (£70,000) pro rata
Type of contract	Fixed Term-9 months from start
Directorate	CEO Office
Team	CEO Central Team
Reports to	Paul Farmer, CEO
Responsible for	
Location	Flexible - likely to be hybrid mix of homeworking and time in Stratford/Cardiff office,
Hours	Flexible, between 21 and 35hrs per week

About the role

As part of Mind's strategy, we have set out a significant ambition to become an antiracist charity. This role will bring senior expertise of driving change to achieve race equity with a deep understanding of the approaches that work. You will support and challenge the senior team at Mind to establish shared understanding of what it takes, individually and organisationally, to deliver the Race Equity at Mind Initiative. You will be responsible for the strategic oversight of Mind's Race Equity work and build the foundations for the creation of a new Race Equity & Transformation Directorate. The role is a part of the Chief Executive's team and sits within Mind's Executive Team. We want to hear from applicants with a wide variety of experiences, at community level, large organisations or business.

Through our REMI work, we are aiming to challenge our internal practices, focusing not just on the outcomes of our race equity work, but on ensuring that the way that we do things challenges 'business as usual', creating space for truly transformative practice. You will engage constructively across all levels of the organisation as we work together to innovate and find the right solutions. This means anyone in this post will have responsibility for honouring the pain and trauma that accompanies work related to racial justice and will be committed to working with colleagues to create trust and safe spaces that enable deep listening and reflection.



Key Responsibilities

1. Overseeing race equity work within Mind and the broader Federation
2. Guide the organisation in defining what success looks like, and how Mind, Mind Retail and the Federation will operate as an anti-racist organisation
3. Establish shared purpose across a wide range of internal and external stakeholders. Combining constructive challenge with a solution focussed approach to race equity within discussions to.
4. Advise the organisation on community led anti-racist practise, increasing senior leaderships understanding of current approaches and stakeholder expectations.
5. Build a healing and supportive approach to facilitation and leadership, supporting and enabling the development of new more inclusive approaches
6. Build shared understanding and commitment to change, across and within existing hierarchies
7. Attendance at Mind's Executive Team for the period and supporting the recruitment of the permanent Director of Equity & Organisational Change
8. Provide coaching and support to the Strategic Delivery Manager for Race Equity, accountable for implementation
9. Provide an 'open door' so that staff and colleagues know where to go for new ideas, existing problems and to share understanding of the performance of REMI and wellbeing of staff of colour

Expectations

We are committed to becoming actively anti-racist in everything we do. This is a critical priority for Mind. We embrace diversity and understand that being an inclusive organisation, recognising different perspectives, will enable us to provide excellent services. We are committed to ensuring all our employees are treated fairly and equitably at work and promoting equity in physical and mental health for all.

Role expectations:

- Work at a senior level with Trustees, senior managers within a charity environment
- attending the regular race equity discussions at Operational Management Team and Strategic Implementation Team



- working with and supporting the Multi Ethnic Staff Forum and the REACH group of senior managers of colour
- providing pastoral and professional support to the staff responsible for delivering the race equity
- Keep abreast of internal and external developments and respond accordingly.
- To attend and contribute to supervision and appraisal process, meetings, training, and other events as required.
- To adhere to relevant legal and statutory requirements including the Data Protection Act (ensuring an appropriate level of confidentiality at all times), Health and Safety at Work Act (ensuring H&S of own and others at all times) and any other relevant/charity law.

All members of staff at Mind are expected to embody our mission, values and competencies. This includes an expectation that they will:

- Show passion for what Mind does and the changes that we are making for people with mental health problems.
- Work collaboratively across teams, departments, locations and organisations.
- Stand up for what they believe is best and trust in themselves and each other.
- Be open to others and ourselves and show a commitment to learning.
- Be open to change and respond flexibly and quickly to the changing world.
- Demonstrate organisational awareness and see the bigger picture while working towards objectives.
- Communicate effectively, ensuring their messages are understood and that they strive to understand others.
- Value diversity and treat others with respect, showing sensitivity towards differences, promoting and encouraging diversity, and building on people's different skills and talents to enhance the quality of their own and other's work.
- Take responsibility for their decisions.
- Attend and contribute to Mind staff training and any other training identified as appropriate for the post.
- Occasionally travel to meetings in England and Wales and/or work unsociable hours, which may require the need for an overnight stay, evening and weekend work.
- Ensure that all responsibilities and activities within their post are consistent with the terms and spirit of Mind's mission, vision, values, policies and procedures.



- Adhere to relevant legal and statutory requirements including the Data Protection Act, Health and Safety at Work Act and relevant charity law.
- To be prepared to work flexibly (e.g. hot-desking, home-enabled working) according to business need
- Maintain an appropriate level of confidentiality at all times.
- Contribute to making Mind a greener workplace.

Person specification

Essential criteria

1. Senior managerial or Executive level experience gained in either the voluntary, public, private or voluntary sector
2. Experience of having engaged in your own healing in relation to racial trauma
3. Demonstrable experience of leading change and transformation with demonstrable qualities as a lead change agent in racial justice/social change
4. Excellent experience of creating the safe and healing environment required to deliver racial justice work
5. Demonstrable executive level strategic experience including business and financial planning, programme development and delivery
6. Demonstrable influencing and negotiating skills and political judgement with proven success in building productive professional relationships and partnerships with a wide range of individuals and organisations
7. Strong interpersonal skills with demonstrable ability to build constructive, healing relationships within and across existing white leadership hierarchies
8. Demonstrable commitment to your own continuing professional and personal development

Desirable criteria

1. Direct or indirect experience of mental health problems.
2. An understanding of Mind and its networks, or similar structures within the voluntary sector