

Anti-racism, Justice, Equity, Diversity & Inclusion at YoungMinds

We recognise the considerable journey we need to go on to ensure we are an actively anti-racist organisation and know that we have not done nearly enough to ensure the diversity and inclusion of the organisation to reflect the young people we exist to support.

We have five essential work streams to ensure we bring about the change needed:

1. **Creating safe support spaces**
2. **Creating safe spaces and transparent structures for organisational listening, learning and accountability**
3. **Creating a more inclusive, anti-racist and culturally sensitive culture**
4. **Increasing the diversity of our workforce, leadership team and Board**
5. **Developing YoungMinds so that young people who are Black, Asian or People of Colour can be a genuine focus for our strategy, engagement and campaigns**

To lead and ensure there is progress on this work, YoungMinds has an Accountability Network with membership open to staff, volunteers, Trustees and young people on our programmes. The Network focuses on Anti-Racism, Justice, Equity, Diversity & Inclusion (AJEDI) in our workplace culture and in the work and campaigns we deliver. The Network is self-organised, with sponsorship and budget commitment from the Senior Leadership team and People and Culture team.

The Network exists to provide:

Accountability – to each other for the ways we personally interact and bring unconscious bias to work, and to hold YoungMinds accountable for embedding anti-racist and anti-oppressive practice into everything it does.

Employee voice at the heart of action and change

A visible contact point for staff feedback and questions

Joined-up thinking

Transparency about processes

Decision making power

Representation of different **skill sets, expertise and lived experiences** within the organisation

Top-down and bottom-up approaches together to ensure sustainability and ownership across the organisation

Our ANG meet regularly and monthly with the two SLT sponsors Tom Madders, Director of Communications & Campaigns, and Emma Thomas, CEO. Together balancing need for progress with the need to give proper attention to the change needed.

In recognising the need for change, our CEO, Emma Thomas, made a public statement and commitment on our website in June this year: <https://youngminds.org.uk/blog/black-lives-matter-standing-with-the-black-community/>

The Group is currently focusing on two key pieces of work, to provide better understanding of the diversity of our workforce, and the experiences our colleagues have of working at YoungMinds. These are:

- A data audit, using a data collation model designed by the Group, to provide quantitative data on the diversity of our workforce. This data will enable us to set targets, and analyse diversity in recruitment and selection practices, development opportunities, and pay and grading structures.
- Engaging an expert consultant to help us understand the experiences of our staff, providing safe spaces and anonymity to colleagues so they can fully and freely participate, and to support the organisation in the development of an action and accountability plan to move further forward.

