

# Becoming an Anti-Racist Organisation

## Listening, Learning and Leading

An anti-racist organisation acknowledges and challenges the privileges that come with being white and the disadvantages experienced by racialised communities. It is not possible to understand or challenge racism without understanding how it privileges some and discriminates against others.

Mind in Tower Hamlets and Newham (MITHN) acknowledge that institutional racism exists within society, the mental health system and our organisation. We will use our position to **influence change**.

The Board of Trustees and staff have agreed to a strategic objective of becoming an Anti-Racist Organisation. We believe that an Anti-racist organisation is also an anti-discrimination organisation. We will be **advocates** for racial justice and equality for all members of our community.

We will continually invest in building an **inclusive organisational culture with diverse leaders**. Like many charities the last 18-months posed enormous challenges for our organisation. The disproportionate impact of the Covid-19 pandemic on BAME communities and the global “Black Lives Matter” movement highlighted the inequalities faced by racialized communities.

This has resulted in us **intentionally** exploring racism and the impact that it had on the lives of our clients and staff.

### Our Values

- **Openness** - We will listen to our staff and clients with the intention of taking action. Delivering services with compassion, empathy and kindness.
- **Responsive** - We will take action and challenge behaviours and actions internally and externally.
- **Together** - We will continue to work within our communities and elevate the voice of people who face disadvantage because of race, gender or sexuality
- **Independent** - We will influence for change within the mental health system and challenge ourselves and others to do better.
- **Unstoppable** - Together we will not stop until our clients and communities have equality within the mental health system and in society

### Our Commitments

- We will **confront** racism in all of its forms.
- We aim to stop race being a **limiting factor** in people's experiences of the mental health system.
- We will ensure that all of our employees and clients are treated **fairly and equitably** and can be their authentic selves.
- We will **recognise** and **eliminate** racism, bias, privilege, discrimination and injustice
- We are committed to promoting **equity** in mental health.
- We will be **accountable** for doing exactly that.

## Vision

**Our journey towards becoming an Anti-Racist and Anti-Discrimination organisation will not end until racism and discrimination is dismantled within our society.**

# Our Model

## Listen

Build into our strategy and operations forums to listen to our staff, clients and communities. To review our progress and create open and safe spaces for people to share their experience.

## Action

We will take action we see racism and discrimination, we will share our actions and hold ourselves to account.

**Becoming an  
Anti-Racist and  
Anti-  
Discriminatory  
organisation**

## Learn

It is our responsibility to be active and learn about the experiences for people. To recognise racism, call it out and influence change as allies.

## Lead

We are leaders and we are committed to building leaders and allies. As leaders we will not always get it right, but we are committed to moving forward with compassion and accountability.

# Our Approach

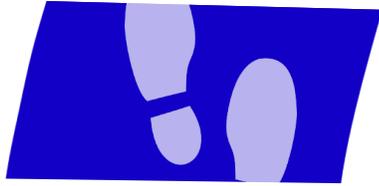


# Our Roadmap 2020-21

**Feb 2020: Training**  
Community organising training and relationship built with CitizensUK

## COVID-19 PANDEMIC

**March 2020: Listening**  
Listening - Kindness during COVID and building deeper connections



## BLM PROTESTS

**Listening to Action: Kindness Charter**  
Dreaming, Developing, Doing  
Staff dreamt about how we can be kinder to each other

**October 2020**

National Mind - Developing their Anti-Racist strategy

**March 2021**

Start of 21-day Anti-Racism Challenge

**May 2021**

MITHN Strategic 1/2 day - Statement and Strategy Development

**June 2020: Listening**  
Listening to the impact of racial injustices with colleges

**Celebrating our Success**

**December 2020**

Mapping of MITHN's anti-racist strategy

**March 2021**

Diversity training for Staff and Board of Trustees.

# Our Roadmap 2021-22

## Our Values

Develop stories from staff and clients about impact of racism on our lives

### July 2021:

Agree to our statement and action plan

### Our Voices: July 2021 - March 2022

Launch model of engagement with marginalised communities

### Review of Policies and Procedures

Review, rewrite and promote our policies in line with strategy

### Throughout 2021

Work in partnership with Haringey Mind and AMHE programme to evidence work in diverse communities

### Research Models of Engagement

Describe our journey and lessons learnt

### December 2021

Raise strategic objective with partners and commissioners

### September/October 2021:

Continue listing to the team and delivery further training on:  
Being an Ally

How to change effectively

### September 15 2021:

Launch our Strategy at 30-year celebration event

Promote on Social Media

### September/October 2021

Listening campaign with clients and partners.

### October 10 2022

Celebrate Becoming and Anti-Racist Organisation

# MITHN's KINDNESS CHARTER



1. Be intentional about checking in with each other. We can online care for others' mental health if we can care for own and one another's first.



2. Bring positive change to our organisation and the communities we support.

3. We will be transformational, creative and innovative in supporting and influencing changes in our communities.

4. Build positive relationships across our teams.



5. Recognise our own and others' work.

6. We will be intentional about welcoming new people and getting to know each other.

7. Enable each other to speak and share.

8. Listen actively with no judgement.



9. Celebrate our differences.



10. Be kind, fair and inclusive in our behaviour and language.

11. Acknowledge that sometimes we can get it wrong, and when we do, we take responsibility and get support to learn and grow.

