

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 experiences by people of colour. 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.

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