

Role Description

Role	Equality, Diversity and Inclusion (EDI) Community Champion
Location	Meetings at various locations across DGS and Medway, in-person, and online
Lead	Supported by Amy Oliver (Service Development manager and Co-production Lead)
Hours	Attendance at quarterly meeting
Purpose	To support the organisation in developing approaches to work with diverse groups of people, to enhance equity improvement both within services and leadership.

North Kent Mind's Statement

North Kent Mind always want to ensure a diverse range of people influence and shape the organisation and the service we provide.

To further this value, we're aiming to bring together a range of individuals from non-white British backgrounds to join our new **Equality, Diversity & Inclusion Steering Group**. We are particularly keen to hear from individuals who are from any **Black, Asian or Sikh** background.

- Have you got **experience or understanding of dealing with mental health challenges?**
- Do you live in **Dartford, Gravesham, Swanley or Medway?**
- Have you had **challenges accessing, or been excluded from, mental health support or employment** due to your race or ethnicity?
- Would you like to help us **improve diversity & access** in mental health?

If any of the above interests you, then we would love to hear from you!

As an **Equality, Diversity & Inclusion (EDI) Community Champion**, you are invited to attend our **quarterly steering group meetings** alongside North Kent Mind's EDI lead, Co-production lead and external facilitators, to co-produce ideas and approaches to improve equity within our organisation, leadership, service design and delivery.

We greatly value the contributions of all volunteers who choose to give up their time to help us. Our **EDI Community Champions will receive a £25 Love2shop voucher** for every steering group they attend. Travel expenses will also be covered by us and refreshments provided at each group.

North Kent Mind is committed to providing equal opportunities in employment and volunteering. We welcome applications regardless of race, sex, religion, sexuality, gender identity/expression,

disability, age or any other characteristic. Our hope is that we can bring together a wealth of knowledge, strengths and ideas to improve equity within North Kent Mind, as well as championing change within our wider community

Duties and responsibilities
Attend Steering group meetings
Engage in conversations with steering group members to gather opinions and views on mental health inequalities, service accessibility, cultural and demographic specific needs as well as barriers and enablers to enhancing equity.
Collaboratively produce action points with the organisation to improve equity within our service
Drive changes which impact wider sections of our community, embedding more equitable access.

Competencies
Able to demonstrate compatibility with North Kent Mind's aims, objectives and values.
Can communicate clearly and sensitively with a variety of people, with a strong understanding of the importance to listen
Ability to respect confidentiality
Ability to complete tasks independently, with guidance and support
Ability to work as a part of a team
A flexible and open-minded approach to the work
Promote the equality, diversity and rights of others by ensuring people are respected and valued as individuals, that people are treated with dignity and that no discriminatory behaviour takes place.
Punctual and reliable, giving as much notice as possible if you are unable to attend steering meetings
Able to take on a range of views in a non-judgemental way

Vision and Mission statement

Our vision

We won't give up until everyone experiencing a mental health problem gets both support and respect. We work in partnership with people on their journey to recovery.

Our mission

We provide quality mental health services which empower people, supporting their recovery and building their resilience, while advocating and promoting good practices locally.

Our goals

- **Staying well:** We support people likely to develop mental health problems, to stay well.
- **Empowering choice:** We empower people who experience a mental health problem to make informed choices about how they live and recover
- **Improving services and support:** We ensure people get the right services and support at the right time to help their recovery and enable them to live with their mental health problem
- **Enabling social participation:** We open the doors to people with experience of mental health problems participating fully in society
- **Removing inequality of opportunity:** We work to gain equality of treatment for people who experience both mental health and other forms of discrimination
- **Organisational excellence:** We make the most of our assets by building a culture of excellence.

To meet these goals we:

- Provide **direct services** including supported housing, a wide range of wellbeing services (in groups or individually), low-cost counselling, employment support and children and young person's support.
- **Campaign** in response to local and national concerns
- Provide **mental health education** through training
- **Develop** our work in response to changing needs

Our values

- **Open:** We reach out to anyone who needs us
- **Together:** We're stronger in partnerships
- **Responsive:** We listen, we act
- **Independent:** We speak out fearlessly
- **Unstoppable:** We never give up