

Our commitment on race and ethnicity

Our statement of intent

Rethink is profoundly committed to race equality. We will strive to meet the needs of people affected by severe mental illness from all ethnic backgrounds, to eliminate inequalities in all aspects of our work, to become fully representative of the diverse communities in the country, and to tackle the discrimination and racism confronting people with severe mental illness.

Rethink will set out and regularly update a strategy for achievement of these objectives. It will communicate this strategy internally and publicly. It will monitor progress and act on the monitoring results where they show that new approaches are needed.

Rethink will work in partnership with minority ethnic and community groups, to assist each other to improve mental health care for black and minority ethnic people. Our approach will be driven by the needs of individual communities and will respect the diversity of experiences and needs.

Specifically, Rethink will

- develop services for people from black and minority ethnic communities
- ensure that all our services are competent to meet the needs of people from all cultures and ethnic backgrounds
- campaign on issues of importance to black and minority ethnic people with severe mental illness
- boost recruitment, retention and progression of black and minority ethnic staff
- boost recruitment, retention, and involvement in governance, of black and minority ethnic members
- ensure that our decisions are informed by people from all communities and ethnic backgrounds
- reach out to all communities and make our services and information accessible to people affected by severe mental illness from all ethnic backgrounds
- monitor progress, both internally and taking advice from partner organisations, and act on the results

Rethink recognises that making the changes will not be easy. Progress in this area is dependent on an inclusive process, involving staff and members at all levels, service users and carers, and our funders and regulators, as well as black and minority ethnic communities themselves. Institutional racism can be difficult to identify and needs an all round approach and sustained attention over a long period, to achieve lasting change.

However, it is an essential priority. Rethink is an organisation founded on principles of equality. Its mission includes tackling inequality, ending one of the disadvantages faced by people with severe mental illness. Equality is indivisible: we are committed to improving the lives of everyone affected by severe mental illness, including people from all cultures and ethnic origins, respecting and valuing diversity.

Approved by the Board of Trustees 17 July 2003