



Young Changemakers: Our anti-racism commitment

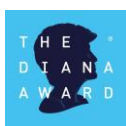
The Young Changemakers programme is based on an exciting and innovative partnership between Centre for Mental Health, The Diana Award and UK Youth. The programme seeks to reimagine mental health services by:

1. Taking a youth-led approach to the design and delivery of the programme working in collaboration with a group of co-producers
2. Working with young people as peer researchers to shape and conduct research and evaluation
3. Drawing our unique organisational strengths in the areas of youth engagement and development, research, policy influencing and campaigning
4. Creating continued engagement opportunities for young people through the co-producer role and The Diana Award's work to create anti-racist education settings.

Our shared values:

Together, we have identified a set of shared values which will form the heart of this programme:

- We will be brave. We will not shy away from difficult conversations and the wellbeing of young people from racialised communities will be our priority when doing so
- We will be transparent about our planning and decision-making processes, engagement with young people and sharing insights from the programme
- We will respect and support the young people we work with and each other to learn from our past and present experiences, creating a positive learning environment across the partnership
- We will work with changemakers and co-producers as collaborators to develop anti-oppressive practices to disrupt the power imbalances that exist between organisations and communities and between adults and young people
- We will be allies in our work with young people and in our personal lives.





Our commitment to young people:

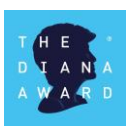
To all the young people we work with through this programme, we commit to the following:

- We will be transparent about the purpose and content of our work, including how the programme was developed and learning to date
- We will work collaboratively with young people at every stage, including planning and delivery of activities and events. Young people will be encouraged to think of their own ideas and solutions
- We will be clear about what young people gain and any potential risks they may experience from being involved in our work
- We will go to where young people are – engage them in activities and in communities that they are already part of, such as schools or youth clubs
- We will maximise collaboration with existing support and grassroots organisations who are already doing the work
- We will ensure that our work seeks to identify and apply the highest standard of anti-racism practice
- We will work towards making our staff and senior leadership representative of the communities we work with
- We will ensure we provide young people with tailored advice and information to deal with the effects of racism and racial trauma.

How will we challenge racism?

Our partnership is committed to challenge racism both internally and externally. We will do this by:

- Directly challenging racism when noticing it. We will not avoid it because it is uncomfortable
- Supporting changemakers and co-producers to amplify work and maximise impact of social action projects
- Proactively supporting relevant organisations and projects already underway
- Ensuring young people know how to access support, both within the staff team and externally
- Ensuring we have a clear complaints process in place
- Building the evidence-base around the urgent need for anti-racist practice in mental health systems
- Providing opportunities and platforms for young people from racialised communities to advocate for change to address racist practice and policy
- Increase awareness and confidence around recognising and challenging racism and microaggressions.



Ongoing learning and commitment to anti-racism:

The Young Changemakers partnership will embark on a learning journey together to ensure we continuously listen and learn about the effects of racism across society, particularly in relation to young people's mental health. We will do this by:

- Building a credible evidence-base through our research and evaluation of the programme to deepen our understanding
- Listening and responding to the needs and experiences of changemakers through our regular check-ins and mentoring support
- Identifying training and development opportunities for staff across the partnership to develop their knowledge around anti-racism, diversity, and inclusion. We will also explore opportunities to share existing knowledge and skills from across the partnership to ensure we are learning from each other
- Establishing a shared learning rhythm throughout the programme to reflect on our progress and what we have learnt
- Reflecting on key insights emerging from our research and evaluation during a dedicated learning strand within the programme.

How do we hold ourselves and each other to account?

We will hold ourselves accountable as a partnership and as individual organisations to ensure we deliver on the action needed now and in the future. We will do this by:

- Ensuring commitments are clear and that changemakers and co-producers understand them and can work with us to measure progress
- Ensuring we are transparent about our research and evaluation findings with young people, communities and the wider sector, communicating these in clear and accessible ways
- Creating a range of mechanisms to openly share and integrate feedback about our practices across our partnership and with young people. This will include legacy engagement with co-producers and changemakers once their cohort ends
- Working with our co-producer advisory group to oversee the development and implementation of the programme
- Developing a procedure for any reports or concerns made regarding racism. This will form part of our safeguarding approach
- Discuss progress together at a strategic level - ensuring there is action taken and fed back to young people
- Collecting feedback from co-producers and changemakers about their experience of taking part in the programme, including on their interaction with the partnership and individual organisations. We will summarise and share the outcomes of these assessments with young people we work with to ensure there is a clear and consistent feedback loop.