

Championing Change: The Success of Birmingham Mind's Race Equity Group

At Birmingham Mind, our commitment to race equity is not just a statement— it is our intention to change. Over the past year, the Race Equity Group has grown into a powerful force for change, driven by data, compassion, honesty and a shared vision for a more equitable and inclusive organisation.

The Race Equity group has embedded race equity into the heart of our strategic planning. From Board-level support to frontline action, we've taken new steps to ensure our workforce and services reflect the communities we serve. Our business plans now include clear diversity targets, and our recruitment practices are evolving to be more inclusive and representative.

We've made significant progress in understanding our baseline demographics, identifying areas where representation is lacking—particularly among people of Asian heritage in leadership roles—and taking action. Initiatives such as creating Development roles, re-designing our training offer, extra training for managers, targeted recruitment for Mental Health First Aiders/Freedom to Speak Up Champions, and ensuring we support staff at times of national/local culturally critical crisis situations, have all flowed from this Group.

But our success isn't just in the numbers/initiatives. It's in the stories we share, the conversations we open, and the culture we're building. We've embraced honest dialogue, acknowledged where we've fallen short, and committed to doing better. We have heard that sometimes even when we think we have done things well, how people have experienced it has not been what we wanted to happen. Our Race Equity Group has become a space for reflection, accountability, and inspiration.

As we look ahead, we remain focused on ensuring race equity is a golden thread running through everything we do—from service delivery to staff development.

“Because of being on this Group, I finally felt able to share my concerns with my manager about the need to improve how I am supported.”

Reflections from our CEO!

Helen Wadley

“It is my privilege to present this year's Annual Report, reflecting on a period of both challenge and achievement for Birmingham Mind. This year has been one of significant growth and innovation for Birmingham Mind.

A particular highlight has been the launch of three new services; including our new Talking Spaces service for under 25s. Talking Spaces has already made a real difference across the city, providing a safe and welcoming environment for people to access support when they need it most, and it is great that we have been able to increase our offer. We have also continued to expand our partnership work with the mental health trust, strengthening our ability to deliver joined-up care and support across Birmingham. These collaborations have enabled us to reach more people, respond more flexibly to need, and ensure that our services are accessible to all.

The stories shared by those who have used our services, and the gratitude expressed by their families, are a powerful reminder of why this work matters. Yet, as demand for our services continues to grow, funding is becoming ever more challenging. While the creativity and resilience of the charitable sector are legendary, there are limits to how far we can stretch our resources.

But despite these challenges, our dedicated staff, volunteers, and partners focus on each person as an individual. Their commitment and compassion are at the heart of our success. As we look ahead, we remain focused on innovation, partnership, and delivering the highest quality support to everyone who needs us.

Thank you for your continued support.”

