

Mental Health Research UK – Our Black Lives Matter Manifesto

Mental Health Research UK stands in solidarity with the Black Lives Matter movement and condemns all forms of racism. Black people remain severely under-represented when it comes to mental health research, both as research leaders and as the research focus. We are committed to changing this and working with others to do so.

To hold ourselves to account, we have created a Black Lives Matter Manifesto outlining the action we are taking to promote racial equality in mental health research.

1) Improve the diversity of our PhD scholars and research

We are committed to awarding PhD scholarships to candidates from Black, Asian and Minority Ethnic groups. We are particularly interested in encouraging more black people to apply and carry out PhDs. To achieve this, we are introducing a diversity requirement to ensure that all Universities that are awarded Mental Health Research UK PhD scholarships have an inclusive recruitment process. We will also introduce a new scholarship award on race and mental health, which will be available in 2021.

2) Improve the diversity of our Trustees

At present, all of our Mental Health Research UK trustees are white. We are committed to changing this. We will proactively recruit Trustees from Black, Asian and Minority Ethnic communities. It is essential that our leadership is more representative of the diverse range of people who experience mental illness.

3) Educate ourselves on white privilege and anti-racism

We are introducing Diversity and Inclusion training for all trustees, volunteers and scholars. This will include non-bias training to ensure that our recruitment process is fair and inclusive.

4) Recruit a Diversity and Inclusion volunteer

To support us in promoting racial equality tackling systemic racial inequality in Mental Health Research UK, we are recruiting a Diversity and Inclusion volunteer. This role will focus on advising the charity on improving diversity and inclusion amongst our research scholars and in the research field more broadly.

5) Promote racial equality in mental health research

We are committed to promoting racial equality in the mental health research community. We will do this by using our position of authority to promote these issues, and work alongside partners and peers to tackle racial inequality in mental health research.

We have published this manifesto to hold ourselves to account. We will measure our progress against each of these actions and include updates on what we have done in future annual reports as well as on our website and social media channels.