

## West Midlands Race Equity Taskforce Independent Member – Role Description (Dec 2025)

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| <b>Role:</b>              | Independent Member of the West Midlands Race Equity Taskforce.   |
| <b>Directorate:</b>       | WMCA Employment, Skills, Health and Communities directorate.   |
| <b>Reports to:</b>        | RET Chair and the West Midlands Combined Authority Board.  |
| <b>Payment:</b>           | Not remunerated, expenses paid.  |
| <b>Key relationships:</b> | RET Chair; Mayoral Taskforces; WMCA and Local Authorities; businesses/ employers; Voluntary, Community, Faith and Social Enterprise partners; communities and residents. |

### PURPOSE

The Race Equity Taskforce (RET) is a strategic partnership launched by the WMCA Board to tackle race disparities and improve opportunity for all communities.

Led by an Independent Chair, Pat Carvalho, the RET brings together independent leaders and public service partners to embed race equity into regional strategy.

RET members work collaboratively to influence policy, amplify community voice, champion inclusion and hold the WMCA and its partners accountable for improving people's lives.

They will be established independent leaders, with a 5+ year track record of effectively advocating for communities and influencing strategy.

### KEY RESPONSIBILITIES:

- **Strategic Influence:** Shape and challenge WMCA policies and decisions to ensure race equity and community voice are embedded.
- **Community Engagement:** Build trusted relationships with communities and ensure their perspectives inform regional priorities.
- **Data and Evidence:** Promote the use of equity data and support the robust completion of Health and Equity Impact Assessments.
- **Support Innovation:** Champion community-led approaches and help scale effective practice across the region.
- **Accountability:** Monitor progress and contribute to public reporting on outcomes and impact, including the implementation of existing findings and reports.

- **Champion Inclusion:** Promote anti-racism, allyship, intersectionality and inclusive leadership for the region, advocating for all communities and protected groups.
- **Engage with WMCA activity and Mayoral Taskforces:** Participate in cross-cutting work through observer roles and joint activity, including with the Mayor's Growth, Jobs, Homes and Journeys Taskforces.

### ESSENTIAL CRITERIA:

- Strong **regional connection** to the West Midlands and its communities.
- Deep knowledge of and sustained **commitment to race equity** and inclusion.
- Experience of **influencing policy**, systems change or strategic decision making.
- Ability to **represent diverse communities**, beyond your personal background.
- Ability to use **robust data** to inform decisions and offer sound strategic advice.
- Skilled in active listening, respectful dialogue and **constructive challenge**.
- Solutions-focused mindset, with experience of taking a strengths-based approach to **improving outcomes**.
- Ability to **build trust**, manage conflict, collaborate and sustain partnerships.
- Capacity to **commit** approximately 5 hours per month to prepare for and actively participate in meetings and workshops.
- Ability to **act independently** and uphold high standards of conduct.

### DESIRABLE CRITERIA:

- Experience of influencing Government.
- Expertise in regional policy areas (jobs, housing, transport, growth, environment).
- Leadership role in the Voluntary, Community, Faith and Social Enterprise sector.
- Experience of philanthropy and investment.

### ELIGIBILITY AND COMMITMENT:

- Appointments to the RET will reflect the geography and diversity of the West Midlands; selection will prioritise representation and may not be based solely on merit.
- Members must be aged 18+, resident in the UK for at least 3 years, with no employment restrictions.
- Approx. 5 hours per month. Some employers may have policies that may allow you to occasionally volunteer during core business hours.
- Term of 2 years, to be reviewed annually by the Chair.
- Role is unpaid; reasonable expenses will be reimbursed.

## CONDUCT

RET members will uphold the highest standards of integrity, transparency and collaboration. Members will sign and uphold the behaviours within the Volunteers Agreement.

**If you are a leader of a Voluntary, Community, Faith or Social Enterprise organisation, you can also get involved by signing up to our [community voices network](#).**