



Nomination Form for the Board of Trustees

I (name) Shaun M. Kennedy

I would be interested in serving as a Trustee and member of the Management Board of the Trust for Developing Communities and would like my name to be put forward for election at the Annual General Meeting.

Signed:
Shaun. M.
Kennedy

Date: 23/11/2020

Why I wish to serve as a Trustee of TDC:

Having lived in Brighton for the past 6 years I have become increasingly aware of the inequalities experienced by certain communities in the city. This is particularly the case for BAME people, young people and older people. It is therefore encouraging to see that there are organisations like the Trust for Developing Communities that are leading work in the City to help address the inequalities that people from these communities are experiencing. Having worked in the field of equality diversity and inclusion for more than 25 years (including in my current role as Head of EDI at Change Grow Live) I feel confident that serving as a Trustee with TDC I could add real value. I also feel that it's important that I give something back and there is so much about what TDC does that is congruent with me personal values – as tackling inequalities is at the heart of everything the organisation is seeking to do.

What I will offer as a Trustee of TDC:

Please outline, in maximum 350 words, your relevant knowledge, skills and experience and the specific area you would offer to lead on behalf of the Board (Please see Trustee roles document).

I feel I could bring the following expertise as a Trustee (with EDI responsibilities):

Oversight and development of TDC's EDI Strategy:

In my current role as Head of EDI at Change Grow Live, I developed and have been leading the delivery of the organisation's EDI Strategy. The strategy has 3 core themes: building a more inclusive organisation, recruiting a more diverse representative workforce, and delivering accessible, inclusive services.

EDI networks:

I am a stronger believer in the impact of staff networks in helping to improve organisational practices. Following the killing of George Floyd in Minneapolis, and the resulting Black Lives Matter protests around the world, I have been leading a programme of work to respond to the issues highlighted by our Black and Asian staff and volunteers – during the course of local team meetings. As a result, we established a national Race Equality Forum which is sponsored and supported by our Chief Executive. The forum is directly linked to our governance and decision-making processes, and it has played a key role in helping to address race inequality within the organisation.

Policy development:

I am an experienced policy developer and have written numerous policies and toolkits in my current and previous roles. Recent examples include the organisation's Equality, Diversity and Inclusion Policy, Transgender Equality Policy and Service User Involvement Policy.

Other areas of expertise:

I am a strong believer in the importance of continuous personal development, especially as the EDI landscape is constantly changing. As a result, I always seek to ensure that I am continually developing my knowledge and understanding of EDI issues and trends. I am an active member of Stonewall, the Employers Network for Equality and Inclusion and a network of Heads of EDI from the charity and health care sector.

I feel that the opportunity to be a Trustee at TDC is exciting and that the passion and expertise I could bring, based on my experience of working in the field of equality, diversity and inclusion, would enable TDC to achieve its EDI objectives.