

**Role description and person specification: ‘With Us’ Intersectional Advisory group**

Background information

Inclusion London is a leading disability equality organisation run by and for Deaf and Disabled people. We have built a national reputation for effective policy and campaign work and for providing innovative business and organisational support to local Deaf and Disabled people’s organisations (DDPOs) in London. Our mission is nothing less than full equality and inclusion for Deaf and Disabled people with our communities leading the change we need to see.

We are running a two-year capacity building project called the ‘With Us” Project which is developing and piloting ways to support DDPOs in London to become more inclusive and intersectional in what they do.

We are setting up an Intersectional Advisory group to advise and support the With Us project over the next year and are looking to recruit 6 Deaf and Disabled people with intersectional experience to join the group.

Purpose of the Intersectional Advisory group

The Advisory group will be:

* Providing advice, feedback, and input into a range of Intersectional, anti-racist and social model training the With Us project is developing and piloting over the next year with DDPOs.
* Providing advice, feedback, and input into the development of Inclusion London’s next 3-year Strategic business plan with the aim of ensuring intersectional work is embedded in the organisation going forward.
* Inputting into development of project resources and other intersectional interventions including developing peer learning networks.

We also hope and will support the Advisory group to be a safer and braver space where members can explore, with peers, intersectional issues.

We are looking to recruit 6 Advisory group members, all Deaf and Disabled people with intersectional experience. The work of the group will be structured around 8 x 2-hour meetings, plus prep reading /reviewing time, taking place between September 2021 and July 2022.

Advisory group members will receive £200 for participation in each Advisory group meeting they attend.

**Person Specification:**

Below are the seven essential attributes and qualities we are looking for in Advisory group members**:**

1. Deaf or Disabled person with lived experience of intersectional issues.
2. Passionate, demonstratable commitment to social justice work.
3. Ability to challenge and be challenged, to know when to take a lead and also be lead.
4. Ability to listen, reflect on and demonstrate curiosity towards different perspectives and life experiences and come up with collective solutions.
5. Ability to be a ‘radical critical friend’ who can give constructive feedback to Inclusion London on embedding intersectional and anti-racist principles across all aspects of our work including: our internal representation, processes and procedures, our work with other equality organisations and marginalised communities, our capacity building support to DDPOs and our policy, campaigns and justice work.
6. Ability to be creative, flexible and comfortable with trying out new approaches in order to experiment and find the most sustainable ways of working.
7. Conscientious and able to commit the time to fully take part in the work of the group over the 8 meetings.