

North East Anti-Racism Coalition (NEARC)

Board Member 20092026



North East
Anti-Racism
Coalition

The North East Anti-Racism Coalition (NEARC) was established in September 2024 following the riots that took place across the United Kingdom that summer. Our vision is of a region that actively opposes racism and hatred based on religious identity. We want to live and work in a region where diversity is celebrated, inclusion is the norm, and everyone feels safe, respected, and valued. We believe that everybody should be included in this effort, including those who don't agree with us and are prepared to share their views and listen to ours.

Board Members provide strategic leadership, governance, and stewardship for the North East Anti-Racism Coalition. They ensure the Coalition fulfils its mission to dismantle systemic racism across the region, mobilise communities, and support organisations to embed anti-racist practice. Board Members act collectively to safeguard the organisation's values, financial sustainability, and long-term impact.

Having started our work with a Planning Group made up of 12 members, we now have a Board elect. NEARC is committed to having a Board members where the majority of members have lived experience of racism. Our current members are:

- Ngozi Lyn Cole, Co-Chair, experienced senior leader in the charity sector with substantial governance experience
- Jill Baker, Co-Chair, experienced senior leader in the charity sector with substantial governance experience
- Hamid Motraghi, Board member, experienced director of health, equity and inclusion
- Jennie Pitt, Board member, significant experience as a HR generalist and as a specialist in culture, employee experience/engagement and diversity and inclusion

- Nitin Shukla, Board member, deputy Lord Lieutenant, extensive inclusion and governance experience across a range of sectors
- Mutalib Anifowose, Board member, assistant professor Northumbria University, cross-functional experience in auditing, financial reporting and management

NEARC has 5 objectives:

- Build and energise a visible movement to challenge racism and religious hatred in the North East
- Encourage work at a local neighbourhood level to build resilience and cohesion
- Shift public attitudes through a sustained public awareness campaign
- Provide practical support to organisations and their senior leaders to help them better tackle racism as it affects their people
- Establish a knowledge and evidence hub on racism and anti-racism

You can learn more about us through our website:

www.northeastantiracism.org.uk

And our Socials:

- Facebook: North East Anti-Racist Coalition or <https://www.facebook.com/NorthEastAntiRC>
- LinkedIn: North East Anti-Racist Coalition or <https://www.linkedin.com/company/north-east-anti-racism-coalition/>
- Instagram: ne_antiracismcoalition or https://www.instagram.com/ne_antiracismcoalition

Key Responsibilities of NEARC's Board

A. Strategic Leadership & Governance

- Set and review the strategic direction of the Coalition, ensuring alignment with anti-racism principles and regional needs.
- Ensure compliance with governing documents, charity law, and regulatory requirements.
- Oversee risk management, financial oversight, and organisational performance.
- Approve major policies, strategic plans, and annual budgets.
- Maintain accountability, transparency, and ethical governance.

B. Anti-Racism, Anti-religious hatred, Equity & Inclusion

- Apply anti-racism, anti-religious hatred and equity lenses to all decisions, discussions, and governance processes.
- Actively challenge systemic barriers (i.e. the rules, habits, and structures in a society or organisation that make things harder for some people and easier for others) and practices that reinforce inequity.
- Centre the voices, experiences, and leadership of people with lived experience of racism
- Model trauma-informed, psychologically safe, and inclusive leadership.
- Champion equitable recruitment, representation, and participation across the Coalition.

C. Collaboration & Coalition Building

- Strengthen relationships with partners, communities, and organisations across the North East.
- Act as an ambassador for the Coalition, representing its mission and values externally.

- Support the implementation of NEARC's objectives.
- Promote shared learning, co-creation, and collective action across sectors.

D. Oversight & Accountability

- Scrutinise board papers, financial reports, and performance data.
- Provide constructive challenge, guidance, and support to the Chairs and staff.
- Ensure safeguarding, ethical practice, and responsible use of resources.
- Lead or engage in NEARC committees or working groups as required.

Who We're Looking For

We are interested in people with skills in and experience of campaigning, marketing, communications, research, business planning, quality standards and service improvement.

We particularly welcome applications from people in Teesside who are currently underrepresented on our Board.

Essential

- Commitment to anti-racism, equity, and dismantling systemic oppression (i.e. ongoing and patterned acts of discrimination that create unequal outcomes).
- Understanding of the North East.
- Ability to exercise independent judgement and think strategically.
- Willingness to speak up, challenge respectfully, and engage in courageous conversations.
- Ability to work effectively as part of a diverse team.

- Integrity, humility, and alignment with Nolan's principles of public life (selflessness, integrity, objectivity, accountability, openness, honesty, leadership).
- Time and capacity to attend meetings, prepare papers, and contribute meaningfully.

Desirable

- Lived experience of racism, or strong knowledge of and experience working with minority ethnic communities. Our commitment is that the majority of NEARC's Board will be people with lived experience of racism / hatred based on religious identity.
- Experience in community organising, campaigning, or social justice work.
- Skills in governance, finance, legal compliance, organisational development, or communications.
- Experience in trauma-informed practice, EDI leadership, or systems change.
- Understanding of charity governance and trustee responsibilities
- A deep alignment with NEARC's mission and values.

All Board Members commit to:

- Making time for the work needed to realise NEARC's objectives.
- Upholding the Coalition's values in all interactions.
- Engaging in reflective practice, learning, and unlearning.
- Creating psychologically safe spaces where all voices, especially marginalised voices, can influence decisions.
- Acting as ambassadors for antiracism across the North East.

Terms

- This is a voluntary role and not remunerated.
- Reasonable travel expenses will be reimbursed.

Time Commitment

At the current time, whilst NEARC is still in a setting up phase, it would be helpful to have people who can make a regular commitment of up to 1 day a week. Over time, as we become more established, we expect this to reduce to nearer to 2 days a month.

- Board meetings one full meeting and one catch: Monthly online and face to face.
- Additional commitments: Occasional strategy sessions, committee meetings, or events.
- Term: 3 years (renewable), though this can be adapted for the Coalition's structure

How to Apply

Please submit:

- Your CV (no more than 4 pages), and
- A covering letter (1 side of A4) or a video (maximum 4 minutes) responding to the following:
 - What excites you about this role, and how does it align with your skills and experience?
 - A brief outline of your current commitments and how this role fits.

Please send your application to hello@northeastantiracism.org.uk

- Advert out: 28 September 2026
- Closing date: 23 October 2026
- Conversations with shortlisted candidates: 3 November 2026

