

Seeking New Members of British Racing's Diversity in Racing Advisory Group

The Diversity in Racing Advisory Group's vision is for British Racing to be a sport in which everyone has the opportunity to achieve their potential and where fans of all communities feel welcome.

British racing is a unique sport, where all genders, and people with certain disabilities, compete together. It is understood that racing will be a better, stronger and more sustainable sport if we attract a more diverse audience and a workforce that better represents the make-up of our population. We are now in an exciting phase where our priority must be on effectively delivering impactful action.

What does the Diversity in Racing Advisory Group do?

The new look DiRAG will operate as an independent voluntary body that provides expert advice on the (perceived and actual) barriers and challenges to participation experienced by specific groups and communities and share guidance on how to engage specific individuals, groups and communities in its work. The Group will support, challenge and review the development (identifying key priorities) and implementation of an industry D&I Strategy while members will act as visible champions, influential and effective advocates for the industry's diversity, inclusion and equality work.

Role Requirements

The DIRAG members should have:

- a working knowledge and understanding of
 - diversity, equity and inclusion and their benefits, particularly within the sports industry
 - the legal definition of discrimination and its impact in sport and any other relevant legislation relating to equality and human rights
 - the (legally) protected characteristics, the relationships between them and the concept of intersectionality / multiple identities
 - historical, current and emerging issues in sport and beyond relating to diversity, equality and discrimination
 - the role of community and how to engage different communities.
- knowledge or experience of the barriers (real or perceived) for people from different backgrounds
- established links and relationships with diverse communities and equality organisations and other sports where relevant
- expertise in communicating to change mindsets and campaigning
- the confidence to check and challenge the industry's work in a constructive manner
- strong communication, influencing and listening skills.

There are four available positions that we are looking to fill, and reasonable expenses will be re-imbursed in line with our guidelines and when not working directly for a stakeholder.

The DIRAG will meet at least quarterly, with monthly catch-up calls scheduled in between to ensure members are regularly updated and can raise anything for discussion.

Apply now

If you feel you have the relevant skills and experience, please apply by completing the short application form [here](#) by 8th October 2023.

Additional support

If you would like any additional support in completing this application or would like to talk it through first, please email diversity@britishhorseracing.com.