



Leadership training for people with learning disabilities and autistic people

Learning to Lead
opportunities for
people from
minority ethnic
communities
with learning
disabilities

February – July 2023

What this is about?

Leadership training for people with learning disabilities and autistic people



- Learning Disability England heard there is not a lot of leadership training that includes minority ethnic people with learning disabilities and autistic people.
- We were told training about different experiences and anti-racist practices is not accessible to many autistic people and people with learning disabilities.
- To find out more Learning Disability England worked with Changing our Lives on this small project.

What this is about?

Leadership training for people with learning disabilities and autistic people

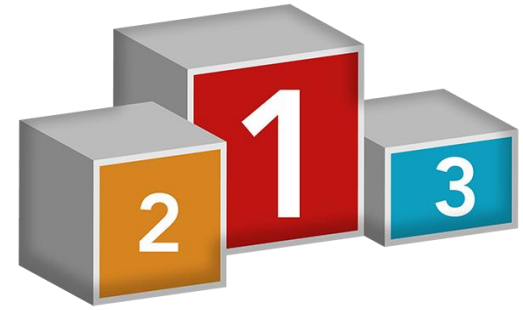


- Worked alongside people with lived experience to find out what leadership opportunities exist, if people from minority ethnic communities are included and what leadership opportunities should look like.
- Coproduced with people with lived experience what training or leadership opportunities are needed for people with learning disabilities and autistic people from minority ethnic communities to be leaders.
- NHS England supported the project.

What we did

For this project we did 3 main things:

1. Found out what training there is now through a survey
2. Met with some people who lead training and leadership opportunities or who have taken part to talk about what they think is good or can be better
3. Talk with some people from minority ethnic communities who have not been a part of these types or programmes



What we found out

Big messages

Few people from minority ethnic communities have the opportunity to experience the positive impacts of the few leadership development opportunities available

Few people from minority ethnic communities get the chance to contribute visibly as leaders in their local areas.

Key messages on barriers were different depending on your lens
- barriers that people from minority ethnic communities identified were different to the barriers that white British leaders expected to find



What we heard – Leadership training makes a difference



For people taking part they get:

- Vision and self-belief
- Confidence
- Learn new things
- Take control
- Contribution to local improvement or action

What we heard – Leadership training makes a difference



For the local areas

- Vision and positive models of what people can do or contribute are shared.
- An increase in people with learning disabilities and autistic people working or volunteering.
- Local leaders get to meet and work with people with learning disabilities and autistic people.
- What is important to people is heard and acted on to effect change.
- Leaders make connections across areas or groups – ‘stronger together’.



What we heard – People from ethnic minority communities told us



- There are not enough people with learning disabilities and autistic people from minority ethnic communities in leadership positions and this is down to racism.

“I don’t see people that look like me so our communities are not represented. We have a right!”

- There is a lack of leadership opportunities for people from minority ethnic communities. People should be handpicked for their qualities.

“I am not scared to speak up and open the door for other people.”

- People are looking in the wrong places or worse, not looking at all. Stop going to and working with the usual suspects.

“More effort is needed to get into these communities to see the fruits of their labour in the future.”



What we heard – People from ethnic minority communities told us



- Challenge people's attitudes. People need to learn and understand issues around race and ethnicity order to challenge them.

"If we are not going to address this in leadership programmes then when are we going to address them."

- Acknowledging that there is a lot to learn from people from minority ethnic communities.

"We are the experts and our message is different."

- Recruiting or involving one person is not enough and doesn't do justice to racial equality.

"I got fed up of being the token person in the room. I don't hold all of the information"



Action from what we heard and learnt



- People need to understand what racism looks like.
- People need to be open and committed to doing things differently. Be brave and willing to take risks to push boundaries.
- Communities need to be better informed. More thought, effort and time needs to go into connecting into and with people from minority ethnic communities.
- Challenge self-advocacy organisations and partners to learn, show an interest, commit and make change to issues that affect people from minority ethnic communities.

Action from what we heard and learnt



- Model what you want to see. Step back, listen and learn. It's not about making adjustments for people from minority ethnic communities, it is about relinquishing power.
- Leadership programmes need to embrace and provide opportunities for learning about ethnicity, racism, anti-racism, oppression and intersectionality.
- Equity. People need to do more for people from minority ethnic communities to make it equal. They need to be prioritised to get on an Equal footing
- Develop leadership opportunities for people from minority ethnic communities that involve mentoring and shadowing other people in positions of leadership from these communities.
- These opportunities should be designed and delivered by people from minority ethnic communities

Find out more



Equal Treatment

3 partners and aimed to challenge racism and health inequalities through strengthening self-advocacy and peer support.

[Equal Treatment – Learning Disability England](#)

Learning to Lead

Leadership training and opportunities for people from ethnic minority communities

[Leadership training for people with learning disabilities and autistic people – Learning Disability England](#)

