Opportunity to serve as Vice-Chair

Dalit Solidarity Network UK is looking for a new Vice-Chair

If you are passionate about promoting the human rights of Dalits and tackling caste-based discrimination in solidarity with Dalit communities, this role as Vice-Chair at Dalit Solidarity Network UK (DSN-UK) is for you. The Vice-Chair is unpaid and based in the UK.

About DSN-UK

Formed in 1998, Dalit Solidarity Network UK (DSN-UK) is a human rights organisation that brings together individuals and organisations concerned about the continued violation of human rights caused by caste-based discrimination in the UK and South Asia.

DSN-UK registered as a charity in 2004 (registered charity number 1107022) and continues to grow as an effective campaigning and advocacy organisation. We do this by amplifying the voices of people affected by caste-based discrimination to those with the power and influence to help end this discrimination and put right its effects.

We are fortunate to have the support of other human rights organisations that we work closely with, including the International Dalit Solidarity Network (IDSN), which highlights caste discrimination on the global stage. Find out more about our work at www.dsnuk.org.

Our main programmes: ABCD

1. **Advocacy:** advocating for caste to be recognised as a protected characteristic under the Equality Act 2010
2. **Business and Human Rights:** working with businesses to address caste-based discrimination in UK workplaces and supply chains
3. **Cast Out Caste from Universities in the UK:** supporting UK higher education institutions to address caste-based discrimination on campus
4. **Data Collection:** documenting experiences of 'Everyday Casteism' in the UK

DSN-UK currently employs one part-time Director and a temporary, part-time Programme Officer. We are looking for a new Vice-Chair who will take DSN-UK forward with excellent leadership, guidance and participation.

The role

The Vice-Chair works with and supports the Chair and the Director to monitor how board decisions are put into practice, so that DSN-UK's affairs are managed effectively. When the Chair is absent, the Vice-Chair leads the board and makes sure the trustees fulfil their responsibilities for the governance and strategic direction of DSN-UK.

This role is mainly home-based but will require travel to London for the DSN-UK Annual General Meeting (AGM) and at least one other in-person board meeting per year.

Responsibilities

- Deputising for the Chair when the Chair is unavailable
- Supporting the Chair's leadership and acting as a sounding board

- Mediating and communicating to help resolve any conflict within the board
- Supporting succession planning by building knowledge of DSN-UK, ready to take over as Chair if needed in future

Person specification

In addition to the qualities needed by all trustees, the Vice-Chair should have:

- Leadership skills and experience
- The ability to think strategically
- Experience of committee work, and tact and diplomacy
- A broad understanding of the financial issues affecting charities and small organisations
- Impartiality, fairness and the ability to respect confidences
- Knowledge of the type of work DSN-UK does, and wider involvement with the voluntary sector and other networks
- Time to carry out the role effectively

Time commitment

Attendance at quarterly board meetings and the AGM, plus ad hoc phone and email contact, and stepping in for the Chair when needed; 10 to 15 hours per quarter. The appointment will normally be for three years in the first instance. This role is voluntary, but reasonable travel expenses for board meetings will be reimbursed.

How to apply

Please email an up-to-date CV with a supporting statement explaining why you would like to join us as Vice-Chair and how your skills and experience would add value to DSN-UK. Send them to the DSN-UK Director, Dr Elizabeth Joy, at director@dsnuk.org.

Closing date: 5pm on Friday 11 December 2026

Interviews: week commencing 14 December 2026 (to be confirmed), in person

For any questions about the role, or to arrange an informal call, please contact Mr Bal Gnanapragasam, Chair, DSN-UK, at chair@dsnuk.org