

## Board Director - Treasurer

**LOCATION:** Anywhere in Australia

**YOUR COMMITMENT:** 5 hours per month

**REPORTS TO:** Board Chair



### About Us

Democracy in Colour is building the power of people of colour to organise around the issues that affect us most. For migration with dignity, for great public and community services, and for diverse and accurate journalism. We are led by and for people of colour (multicultural or non-white people).

### Key Responsibilities

The Board is responsible for Democracy in Colour's overall performance and compliance. As a Board Director, you'll play an important role overseeing our strategy, governance, finances, legal compliance and risk.

As Treasurer of the Board you will have additional, specific leadership responsibilities in relation to our financial management and performance, including reviewing and assessing:

- annual budgets and financial forecasts
- steps taken to protect the organisation's overall financial position, manage cash-flow, and meet its debts as and when they fall due
- the adequacy and appropriateness of adopted accounting policies
- the organisation's financial sustainability and efficiency (particularly taking into account non-profit status)
- the independence and performance of internal and external audit processes
- Leading the finance committee, when established

This means that in addition to the core competencies required for all Board Directors, this role requires qualifications in accounting, book-keeping and / or statutory reporting.

### Strategy and organisational leadership

- Monitor overall organisational performance to ensure we're financially on track to empower our members to have a real impact on the issues that matter to people of colour
- Alongside the other Board Directors, oversee the National Co-Director/s - holding them accountable to goals and targets
- Prepare for, and attend board meetings, relevant subcommittee meetings and board retreats.
- When making decisions, ensure they advance the priorities of our membership
- Embody Democracy in Colour's values

### Planning and governance oversight

- Ensure the strategic plan is financially sound
- Provide financial oversight to any decisions regarding the legal status of the organisation

### Financial, legal compliance and risk oversight

- Alongside the National Co-Directors, manage the organisation's finances, legal compliance and risks:
  - Approve and monitor the annual budget
  - Provide strong financial stewardship and guide the organisation towards financial stability with multiple revenue streams
  - Manage risk
  - Ensure the organisation meets all regulatory and statutory requirements

### Core Competencies

#### Technical skills, experience and knowledge

- Grasp of financial strategy
- Bookkeeping, financial management and budget forecasting experience
- Good organisational skills

**Please note that in order to be eligible to serve as a Director of Democracy in Colour, you must be a person of colour (ie multicultural or non-white). People with lived experience of migration, seeking asylum, first hand interaction with the criminal justice system, or for whom English is an additional language are strongly encouraged to apply.**

---

### Applying for the role

Please send addressed to Anita Tang, Board Chair, at [anita@anitatang.com.au](mailto:anita@anitatang.com.au):

- Your resume (no more than 2 pages)
- A cover letter (no more than 1 page) outlining why you would like to take on this role

Based on your experience, you may be invited to a follow-up conversation with the Chair of the board and National Director/s.

Democracy in Colour seeks to make this selection process as accessible as possible. We want to know about your skills in finance and your values and experience.

### About Democracy in Colour

## The world we're working towards

We believe that all people deserve dignity and respect, where the humanity of every person is recognised. To live a comfortable, stable and happy life where access to essentials and services are abundant, and opportunity exists for all. Together, we can build a future that works for everyone.

## How we work

We know that lived experience is the most valuable form of expertise. We're people of colour-led because the people affected by racism are the ones closest to the solutions. It's why we campaign to win, we're not afraid to go big and bold if that's what it's going to take to build a better world. *When our lives and livelihoods are at stake, we're not holding back.*

And we know the power of community organising. Throughout history social movements have organised and won long lasting change. Our most powerful asset when we're up against organised money, is organised people.

## Our Mission

Too many decisions about people of colour are made without us - from laws and corporate policies, to the social service not-for-profits who seek to 'help'.

Through consultation with values-aligned impacted communities, through leadership development of people of colour, and through story telling, the people of colour closest to the problems can determine their solutions.

Our training work provides targeted, entry level and culturally safe capacity building so that people of colour can develop the skills they need to organise and dismantle structural racism. And they have the opportunity to put that into action through our community organising program where we build the political power of communities of colour.

We don't centre the needs of white people, we can put our energy into building solidarity across the various migrant groups on this continent, from the already values aligned to the soon to be politically activated.

We focus on our long term vision, we don't get distracted by short term mobilising opportunities.