**HDN – Equality, Diversity and Inclusion**

**Why is it Important? The Case for Equality, Diversity and Inclusion**

* Compliance Case – legislation and regulation
* Moral Case
* Business Case for EDI
* Strong links to corporate value and priorities – e.g. customer service, value for money, welfare reform, social value, corporate social responsibility

[There are links and overlaps between the various cases, some research has shown that an approach that draws on more than one approach can be more effective, i.e. don’t just focus on the business case]

**Compliance Case**

* HCA Consumer Standards
* Public Sector Equality Duty
* Equality Act 2010
* Human Rights Act

**Moral Case**

* It’s the right thing to do irrespective of the business case
* Treating people fairly and with respect leads to a more stable and cohesive society

**Business Case**

* Carrot - Diverse companies perform better
* Stick - Avoid expensive litigation
* Better Company Performance
	+ Attract talent from a wider pool
	+ Solutions to complex problems
	+ Better identification of risk
	+ More efficient delivery of services
	+ More engaged and productive staff
	+ Better staff retention

**What do you need to consider? Boards**

* Diversity of the Board – recruitment and retention
* Responsibilities of the Board and individual Members
	+ Compliance responsibilities (Equality Act 2010, HCA, Public Sector Equality Duty and Human Rights Act) including case law updates
	+ Creating the right environment to ensure all can contribute - this is partly around building confidence, but also skills of the chair, culture/behaviour of other BM's, reaching a critical mass, etc.
	+ Ensuring information is available to make decisions – e.g. not just profile of tenants but will a decision impact on some more than others
* How to provide strategic leadership on equality, diversity and inclusion

**Getting a Diverse Board**

* CIH Diversity 10 by 20 challenge suggests setting an aspirational target for Board /committee recruitment
* Promoting Board opportunities
* Recruiting and supporting (to ensure retention) a diverse range of potential Board members

**Providing strategic leadership on EDI**

* Creating the right Board environment
* NHF Code of Conduct talks about diversity and avoiding ‘group think’.
* Understanding the impact of Unconscious Bias
* Ensuring a diverse range of skills, experiences and views and constructive challenge within Boards
* How do Boards understand a diverse range of views – what mechanisms are there to ensure they understand the views/experiences of different sections of the communities they serve.
* Creating the right environment all Board Members are confident to contribute

**Unconscious Bias**

**Inclusive Leadership**