

Notes from Northern Diversity Group Meeting

Wednesday 4th September 2019 @11am

Venue – Incommunities HA

Present – Mushtaq Khan (HDN), Tahir Idris (Together Group), Brian Hinton (Forum), Annelie Sernevall (HDN), Sian Leighton (MSV), Beverley Williams (Steve Biko), Khalida Ashrafi (HDN), Adriana (One Manchester), Ahmed Abdulmalek (One Manchester), Sam Barber (One Manchester), Ulfat Hussain (Manningham), Jane Hanson (Irwell Valley), Sarah Moore (Yorkshire Housing), Shuang Qi (HDN), Tyler Olfen (HDN), Steven Spencer (Progress), Ali Akbor (Unity), Abdul Ravat (Abbeyfield), Alison Leech (incommunities), Raj Patel (HDN)

Apologies – apologies were received from a number of members and non-members

1. Introductions

Mushtaq Khan welcomed everyone to the meeting, and stated that the only matter outstanding from the 1st May meeting was the request from members for an online forum for discussion for members. This would be picked up as part of the CRM system work ongoing at HDN

2. Election of Chair

Tahir Idris was elected as Chair of the Group.

3. HDN Update

Raj Patel gave an update on HDN activity. Of particular note were

- Board Excellence Programme. HDN is recruiting for the next intake of existing and potential board members as well as governance related professionals for this programme. This is a national CPD accredited programme with 4 day-long classes, 4-6 mentoring/coaching sessions and leadership assessments. Cost for members £1,800 and for non-members £2,400 (but we are able to offer some partial bursaries). Normally, people join to start the programme in October but it is a rolling programme. Please promote this among you governance/board as we need to boost 2019/2020 participants (maximum number is 30 participants). More information is on the website
- Strategic Tenant Mentoring Programme - This mentoring programme has been further developed so that it is customised for tenants/residents and relevant professional staff. We are holding a roundtable meeting on 29th October (11-1pm) in Manchester (but attending by videoconferencing also available) to finalise and

launch this exciting and timely programme. Please contact carla@housingdiversitynetwork.co.uk if you are interested.

- HDN, BME National and Nat Fed are putting together a Housing Diversity Manifesto. The top three issues are: 1. Need for a formal regulation of the housing sector on equality and diversity where diversity data is regularly submitted, 2. Integrating EDI in all areas of the business through culture change resulting in a strategic business enabler, 3. Measuring and instigating the quality of customer and staff engagement and information on diversity issues. The follow up to this comes in several forms.
- HDN, with media partners 24Housing and Inside Housing (Inclusive Futures Campaign), are holding a consultation on developing a diversity scorecard (end Sept/early Oct by a webinar). Please contact raj@housingdiversitynetwork.co.uk if you are interested.
- A briefing on diversity data and business case is being organised jointly by HDN, Greenacres Recruitment, and EMH, Leicester (provisional date is: afternoon 25th November). Please contact ben.f@greenacre-recruitment.com or carla@housingdiversitynetwork.co.uk for more information.

4. Inclusive Recruitment and Support for Local Enterprise (presentation from One Manchester)

Sam Barber (Head of Opportunities) and Ahmed Abdulmalek presented their work on seeking to ensure that the organisation's workforce reflected the communities that they served, as well as provided opportunities into employment for local people.

The organisation works with marginalised group and has been particularly successful in using work placements as a tool to give people a taste of employment, which has often led to permanent work.

5. Impact Assessments and Customer Inspections (Incommunities)

Alison Leech discussed equality impact assessments and how Incommunities were approaching this area of work.

There was a broad consensus that organisations were struggling to make them timely, useful and were confused as to the right approach.

HDN to hold a roundtable to discuss this in October, and invite members to discuss, with a view to producing further guidance relevant to today's environment.

Alison also showcased the work that Incommunities have done in improving customer access.

6. Managing and Engaging with Staff Groups

There was a short discussion on staff groups and best practice in organisations. It was agreed that this would be held over until the next meeting.

7. Date of Next Meeting

11am, 4th December 2019 at Mosscafe St Vincent HA, 7th Floor, Trafford House, Chester Road, Stretford, Manchester M32 0RS

Booking link below

<https://www.eventbrite.co.uk/e/hdn-northern-diversity-group-meeting-tickets-71638872797>