

## **Notes from Northern Diversity Group Meeting**

Wednesday 8<sup>th</sup> September 2020 @11am

Venue – Online

Present –Tahir Idris (Together Group) Chair, Munir Majid (Yorkshire Housing), Dave Fullen (Berneslai Homes), Anne Mwangi (JRF), Lyn Bowker (Riverside), Tony Stacey (SYHA), Liz Jenkinson (One Manchester), Raphael Mahon (Weaver Vale), Kusminder Chahal (Birmingham City University and HDN Associate), Tara Kelly (Great Places), Helen Bell (Your Homes Newcastle), Janette Calvert (Progress), Jo Woodcock (Wythenshawe HG) Helen Ward (Torus), Maryam Anser (Incommunities), Nina Evison (Yorkshire Housing), Alison Leech (incommunities), Carmel Roberts (Calico), Mushtaq Khan (HDN),

Apologies – apologies were received from a number of members

### 1. Introductions

Tahir Idris welcomed everyone to the meeting, and everyone introduced themselves and their organisations.

### 2. Notes from last meeting

The only matter outstanding from the 9<sup>th</sup> June meeting was the request from members for an online forum for discussion for members. This will be happening shortly – HDN have agreed a spec with its software suppliers and details will be released as soon as it is up and running.

### 3. Impact of Covid-19/BLM Movement

There was a roundtable discussion on events over the last six months and how they had impacted organisations. Key points raised were:

- Communication from Chief Execs on BLM had been welcomed almost uniformly
- Some organisations had gone further and had held awaydays on BLM, were thinking of adopting the Rooney Rule, and starting to publish Ethnicity pay data
- There were gaps in the quality of data both for staff and tenants
- Some organisations didn't have a diverse population and were looking at other areas where disadvantage affected their tenant base
- Reverse mentoring was mentioned as a way of understanding the needs of the community
- A similar programme to the G15 Leadership Development programme was under consideration by some organisations

Tony Stacey agreed to circulate some of his gender and race pay gap information.

4. Hate Crime Hub (Kusminder Chahal from Birmingham City University)

Kusminder Chahal talked through the Hate Crime Hub that was currently based at Birmingham City University. It also acted as a knowledge exchange for organisations.

HDN will organise a webinar on Hate Crime, and there are also discussions ongoing on how HDN can help facilitate a wider dissemination and good practice sharing of the subject in future.

5. Staff Mentoring Programme 2020-21

This programme will still be running, probably exclusively online. HDN are still looking for mentors. The annual celebration event had been very successful.

6. Board Diversity Programme 2020 cohort

This was a rolling programme now and HDN were talking to a number of organisations about board diversity, and how to increase the quality and quantity of applicants from different backgrounds.

7. National Housing Federation EDI Group Feedback

Tahir ran through the work programme of the Federation's EDI group, and the work that was ongoing.

8. HDN Seminar Programme

The HDN Autumn Webinar programme was being prepared, suggestions for future sessions included:

- A rerun of the Equality Impact Assessments Workshops held over summer
- Black Lives Matter
- Staff Networks
- Collecting and working with diversity data
- Recruitment
- Race Pay Gap
- Active Allyship

9. Date of Next Meeting

Tuesday 8<sup>th</sup> December at 11am

Book [here](#)