

# NEWSLETTER



## WELCOME TO OUR NEW BOARD MEMBERS

HDN is bolstering its leadership team and we're delighted to announce the arrival of four new board members who we are convinced will quickly become fantastic assets to our organisation in our aim to promote Equality, Diversity and Inclusion in the housing sector and wider society.

With our new recruits we have got the gender balance spot on as Sarah O'Neill, Mark Northfield, Sue Bunt and Tony Stacey join the team, to strengthen our breadth of experience and help to continue succession planning.

Sarah joined us as a Non-Executive Director Board Member in March. She is an experienced NED and board advisor, with wide commercial experience working for companies such as PepsiCo, Mars and Nestle. Sarah has a strong personal interest in the housing sector and is currently a NED Chair of the Tenants Assurance Committee for Homes in Sedgemoor, also being a NED for a Diversity and Inclusion advocacy organisation. Outside of work her interests include travel, theatre, cooking and volunteering as a charity trustee.

Sue has joined as a senior HR and Organisation Development professional with 18 years' experience in the sector. Currently Head of Organisational Development at the Hyde Group, Sue's remit covers learning and development, talent development, employee engagement and diversity and inclusion. Sue has been a Trustee for a couple of London based charities, and is excited about helping HDN go from strength to strength.

Away from work Sue spends too much time watching football and no doubt Mushtaq has already found out who she supports!

With Mark and Tony on the way we'll have a board at full strength and that's great news for the team here.

# ACTION LEARNING

Safe spaces for reflection can support leadership in the housing sector during turbulent times and participation can help you to make profound changes in your organisation's response to racial and social injustice.

Creating a brave vision and carrying out actions to achieve it is much easier within a supportive group in a safe space and, following the strides we made in HDN's BME Action Learning Group in 2021 and 2022 we have now teamed up with LFB Coaching Consulting to offer safe spaces for critical reflection.

LFB's experience in the not-for-profit sector of providing such opportunities for reflection and creative thinking has provided the benefits of learning from and with others, and aligning values and purpose with practical challenges.

The cost-of-living crisis is adding further pressure. How to lead and manage others, run a service for vulnerable, marginalised groups while reconciling commercial needs within a context of political uncertainty, is a complex challenge. We are very aware that safe spaces to explore such issues are rare.

***"Uncertainty in the political environment, increased scrutiny and transparency can be paralysing: having somewhere to figure out how to meet such challenges with resilience and integrity has been crucial."***

Click below for more information.

<https://bit.ly/40VGOqD>



## SMP 2023/24 REGISTRATION IS ABOUT TO OPEN



### **SMP 2023/24 registration is about to open**

The first registration period for the 2023/24 Staff Mentoring Programme opens on Monday, 17<sup>th</sup> April and closes 5pm, Friday 30<sup>th</sup> June. Please speak to your

employer if you wish to be nominated.

We will announce the 23 - 24 winter cohort registration dates in due course for anyone who misses the first window. Any queries; do get in touch at:

[mentoring@housingdiversitynetwork.co.uk](mailto:mentoring@housingdiversitynetwork.co.uk).

# GLASGOW A GO-GO

We really enjoyed our trip to Glasgow for the CIH Housing Festival in early March.

Thanks to all of you who left your details with us, we are setting up a Scottish Diversity Network and if you didn't attend the festival but you'd like to be part of the network then let us know.



## EVENTS



### HDN/NHC Webinar: Race Equality in Housing

Join our panellists as they discuss current race inequalities in housing and what can be done across the sector to make improvements

[More Info](#)



### WISH Midlands Birmingham Networking Mixer

Come on and join us and enjoy a drink or two and light snacks, while meeting the HDN staff team, as well as colleagues from across the WISH network.

[More Info](#)



### Cultural Awareness Training Workshop

This workshop overview of barriers that individuals from Gypsy and Traveller communities face, with a run-through of good practice examples.

[More Info](#)

[For details of ALL our events CLICK HERE](#)

## NOW HIRING



## Chair and Independent Member

[Southway Housing Trust](#) are looking for a Chair of the Board and an independent board member. If you're committed to using your skills to improve the lives of people in live in Southway's communities, then they'd love to hear from you.

[Find our More Here](#)



## MANCHESTER CITY COUNCIL

### Assistant Director of Housing Services & Three Strategic Leads

[Manchester City Council](#) are seeking to recruit up to four senior roles into their Team, for their new housing strategy, 'A Place Called Home', an ambitious vision for social housing in Manchester that will establish and deliver resident-led, high quality housing services.

[Find our More Here](#)

## Plus Dane Housing

### Board Member

[Plus Dane Housing](#) are looking for an individual with an understanding of the housing sector to join their Board.

[Find our More Here](#)

## What We Do at HDN

Contact us to see if we can help





We work with organisations on a range of equality, diversity and inclusion issues. These include management and leadership training, board and executive team discussions on Black Lives Matter and/or the pandemic, and reviewing and helping on Equality, Diversity and Inclusion Action Plans and Strategies.

Contact [Mushtaq Khan](#) for further details.

## WHAT THE TEAM'S BEEN TALKING ABOUT THIS WEEK

We want to add our tribute to those flooding in following the sad news that Jamaican reggae legend Jah Shaka (Zulu Warrior) has died.

Born in Clarendon Parish, Jamaica, Jah moved to London in 1956 and became an icon in the dub and reggae industries in the Capital and he has been an inspiration for countless artists since. He combined the Rastafarian term for 'God' with the legendary Zulu leader to become Jah Shaka, and was one of the brightest shining lights which fought through the racism and discrimination faced by the Windrush generation.

Sadly missed and fondly remembered.

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