

Black Lives Matter Through the eyes of a white woman

Another week, another killing in the USA and the Black Lives Matter movement still needs a wider audience.

There has been plenty of vocal and visual support from people in privileged positions; politicians, Premier League footballers and the West Indies cricket team. Taking the knee is a symbol, a powerful one...but we need real change throughout society.

At the Housing Diversity Network's Virtual Mentoring Celebration held on 3rd September Helen White, chief executive at Taff Housing Association, spoke emotively on the subject, saying: "I've always come from the standpoint that I value diversity and I don't see colour, but now I realise I need to go further.



"Our organisations have strategies in place, policies and warm words, but our board doesn't really reflect our customers and our communities. It isn't a great feeling when the penny drops... as a white woman."

Helen looks back to her childhood when she was old enough to venture out of the safety of home by herself; and her parents would say 'if you're in any trouble or need help find a policeman.'

Do parents of colour have that conversation with their own children?

Helen says: "We need to use our privilege to become an ally and tackle prejudice; we have big challenges and we must face them together."



Celebrating success at HDN's Virtual Conference

Hats off to event organiser Moreen Pascal and the team for creating a vibrant and real event atmosphere, attended by 100 delegates.

**Inspiring stories of positive change
and development**

Helen was one of a number of excellent speakers at HDN's virtual event, where mentees and mentors got together to celebrate their success and share good practices.

Suzanne Ralphson, head of projects at PA Housing, talked about work life balance during the COVID 19 pandemic, and shared her ingenious idea on how to let her young son know when she was working:

Using software provided by the Chartered Institute of Housing delegates had ample opportunity to network with new contacts on their virtual table; and listen to, and interact with, speakers.

"After a month of chaos we hit on the idea that if I wear my lanyard when I'm working he'll see the difference, connect that with work, and I'm in the office. Then when I take the lanyard off I can get in the paddling pool!

Leadership guru Ben Laryea, chief executive of Ekaya Housing Association, explained why bold leadership is more important than ever in 2020 (more of that to come), and there were uplifting talks from mentors Shabana Yousaf and Sarah- Jane Gay.

2020-2021 Staff Mentoring Programme

And the good work continues. We've received a bumper number of mentee applications this year and we need more managers and specialists to apply to be HDN members, especially for the London and South East, Midlands and East regions.

Please email: mentoring@housingdiversitynetwork.co.uk for more information and an application form.



Truly Inclusive Leadership

The Housing Diversity Network is launching **a new leadership and management programme**, to roll out across the housing sector and beyond, in its continual drive towards inclusion for all.

HDN associates Georgia Parker and Sarah Simcoe will deliver the course aimed at all levels of leadership and management in a flexible online format.

The programme's cornerstone belief is that inclusive leadership, being modelled by the most senior leaders, enables a focus on equality and diversity. And creating belonging all the way through at the top of your organisation will enable equality and diversity throughout.

Georgia says: "When it comes to inclusion, we are all leaders in any team or organisation we work in, so we start with ourselves and the impact we have on others, consciously or otherwise."

Over 100 managers at Leicester based PA Housing have enrolled on the course to be completed in September and October, with the follow up session to be held in January.

For more information & booking enquiries about HDN's **Inclusive Leadership** course please contact Mushtaq Khan
mushtaq@housingdiversitynetwork.co.uk

Forthcoming Events - September (Free for members)

Today (Tuesday) 8th: **Northern Diversity Group Meeting** - Online 11am to 12:30pm

Wednesday 9th: [Midlands Diversity Group Meeting](#) – Online 11am to 12:30pm

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