

NEWSLETTER



BME ACTION LEARNING SEASON TWO

During 2021-22, here at HDN we successfully ran a 10 month pilot programme, **BME Action Learning**, a forum for discussion and problem solving, as part of our response to the Black Lives Matter campaign.

We were glad to facilitate a safe environment for people to share their experiences at work and strive together to find solutions and pathways. Equally we were astonished and saddened to discover just how some of our members had suffered racism in the workplace; and we want to continue the work to combat prejudice in the office.

So we are set to embark on our second BME Action Learning journey and applications are still open until December 5th. We welcome staff identifying with Black & Minoritised Ethnic (BME), especially those unable to access in-house BME Staff Networks, and may be feeling isolated. The sessions will give you peer support with positive actions to help you navigate and deal with race-based micro-aggressions at work.

The 2021 Commission on Race and Ethnic Disparities (Sewell) Report painted a diluted picture of racism in the UK in our opinion, and in the experience of our members; while a report produced by Business in the Community in 2020 shone a light the age old problem with some new data. Black employees are being held back in the workplace; and any fading misconception that lack of ambition is a prominent factor was blown out of the water.

The study, commissioned by the Prince of Wales' Responsible Business Network, found that 33 per cent of black employees feel their ethnicity could be a barrier to their next opportunity for a job or promotion, compared to just one per cent of white workers.

Let's tackle this together and, if you haven't already registered, contact Moreen@housingdiversitynetwork.co.uk to join or for an informal chat.

OPPORTUNITY AT TWO RIVERS



Are you inspired by the chance to make a positive difference to people and communities? If so, a new Non-Executive Director role at Two Rivers Housing in Gloucestershire might be an exciting and rewarding opportunity.

At Two Rivers we believe everyone should have access to a warm, safe and affordable home when they need it.

As a provider of low-cost housing in the Forest of Dean, Gloucestershire, and the surrounding counties, we are on a mission to create great homes and support our communities, working hard to build 1,000 new homes by 2028. Given the scale of our ambition, you will need to be passionate about wanting to make a difference and your commitment will be supported by a strong value base that puts our tenants and communities first.

Previous experience as a Non-Executive Director is not required, while customer experience is central to our work, and we are looking for people to join our Board with a wide range of skills and experience, and ideally expertise in at least one of these areas:

- **Digitally led business and customer transformation**
- **Financial and treasury management**

For a confidential discussion about this role, please contact Caroline Williams, Head of Governance, on 01531 829299. To apply for the role please send your CV, covering letter and completed Declaration for Applicants and Equality, Diversity and Inclusion forms to governanceandexecpa@2rh.org.uk.

[Download the role profile and information pack.](#)

[Download the Declaration for Applicants.](#)

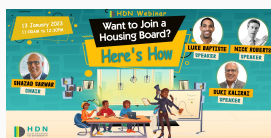
[Download the ED&I Form](#)

[Read our ED&I statement](#)

Non-Executive Director £3,750 P.A. Gloucestershire

Closing date: Tuesday 6 December 2022. £3,750 per annum

EVENTS



HDN Webinar: Want to Join a Housing Board? Here's How

Join our guest speakers as they share their advice and experience on how to go about becoming a housing board member



HDN Webinar: Attracting and Promoting a Diverse Workforce

Action Plans to create more diverse recruitment and career progression and melt the 'snowy white peaks' of management.



HDN Board Diversity Conference 2023

We are delighted to announce our first in person event in 2023 will be our brand new Board Diversity Conference.

More Info

More Info

More Info

For details of ALL our events [CLICK 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

Trains mainly! The prickly subject arose as we were planning our next meeting in Bradford when the ever alert Josh told us there was a train strike scheduled for the day after our target date. That prompted Ruth to lament Rishi Sunak's decision to reverse his (brief) predecessor, Liz Truss's promise to build a new station in Bradford as part of the proposed high speed rail line between Liverpool and Hull.

Michael shared his experience of his train journey where standing room had run out, while Stu confessed he'd mistakenly taken a 2hr trip to Dewsbury, via Manchester and Huddersfield when there was a direct half hour link.

Mushtaq asked us not to get him started on the subject...so we didn't!

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