

Is your workforce representative of the community it serves?



National Federation releases its ED&I staff report

HDN has worked with the National Housing Federation to publish a new report: **Equality, diversity and inclusion: an insight review of housing association staff in England.**

The Federation is publishing the report to understand the current situation and make meaningful change, and the insights gathered suggest the sector's workforce is not representative of the communities they serve.

- 7 per cent of executives were women (2019) while 59 per cent of housing association homes in England were headed by a woman
- 5 per cent of board members identified as disabled, compared with 53 per cent of housing association households
- 5 per cent of executives in the top 50 housing associations were BAME, while 9 per cent of homes were headed by a BAME person.

The Federation says for the sector to be the best it can and represent the interests of their communities, the next cohort of chief executives and board members must capture the breadth of talent available.

[Find out more here](#)

HDN links up with Liverpool

The Housing Diversity Network is delighted to announce a new collaboration with the Liverpool City Region Combined Authority (LCRCA).

HDN has been commissioned to conduct an audit of current policies, practices and procedures in relation to ED&I. This will enable the two like-minded organisations to produce a comprehensive equality scheme which in turn will inform an action plan for the Combined Authority.

Following a competitive tender work has already started for HDN, with the network's training associates Yvonne Davies and Sarah Simcoe carrying out the equalities audit.

Mushtaq Khan says: "We are really pleased to be working with Liverpool City Region CA on this project, and it's great to collaborate with an authority which has developed a reputation for fairness.

"There has been good work going on in the six constituent Local Authorities of the City Region for some time, in an area renowned for its passion to fight for the underprivileged, and we're very happy to help the Combined Authority build on some strong foundations of fairness."

News From Our Members



Welcome Two New Members

Anchor Hanover and Raven Housing Trust

Harrogate Calling

Harrogate Housing Association is looking for voluntary Board members. If you would like to explore the opportunity or to find out more...

[Click here](#)

Upcoming Events

Northern Diversity Group

Tuesday 8th Dec 11.00am

[Register here](#)

Midlands Diversity Group

Wednesday 9th Dec at 11.00am

[Register here](#)

Insight Review on EDI and Housing

Wednesday 9th Dec at 2.00pm

HDN will be speaking at this National Housing Federation Event.

[Find out more here](#)

Embracing Diversity: the new Code of Guidance

Thursday 10th Dec 11.00am

[Book tickets here](#)



HDN Christmas Quiz

Thursday 17th Dec 2pm to 3:30pm

Test your knowledge of EDI and join in HDN's first ever Zoom-based quiz... with a chance to win great prizes!

To find out more and book your places...

[Click here](#)

And finally...Mushtaq is here to stay!



The Housing Diversity Network has confirmed the permanent appointment of Mushtaq Khan as Chief Executive, and the team here is in a happy, happy place.

The move cements Mushtaq's position at the helm of the network, after his six month period as interim CEO has seen great strides in the network's drive to improve Equality, Diversity and Inclusion (ED&I) in the housing sector and beyond.

Having worked for a number of housing and regeneration organisations Mushtaq is ideally placed to help housing associations to develop inclusive and thriving businesses. His motivation is to ensure that disadvantaged communities have housing, employment and training opportunities to help them achieve their potential.

Debansu Das, the Housing Diversity Network chair, insists that Mushtaq's experience in leadership roles make him the ideal appointment, saying: "He's a hugely respected figure, with in depth knowledge of ED&I within the sector, and as interim CEO Mushtaq has given a major boost to the wellbeing of our staff, associates and HDN members."

Mushtaq believes inclusive organisations have never been more important. He says: "The pandemic has highlighted major inequalities in society, and the BLM movement has put further onus on us all to look afresh at the way we do things.

"We want HDN to be an organisation that can help the sector explore these issues and come up with long lasting solutions."

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