

# NEWSLETTER

HDN WHITE PAPER:  
**HOW BOARDS DRIVE THE EDI AGENDA**  
SEPTEMBER 2023



## HDN White Paper - Driving Diversity and Inclusion: The Role of Boards

Read our White Paper to discover how boards play a pivotal role in setting the tone and guiding the strategic direction of an organisation when it comes to EDI. While previously conducted research in this area has focused primarily on the importance of board diversity, codes of governance, and regulation, it has rarely addressed the perspective of board members themselves.

This HDN White Paper examines the level and means of Board engagement with EDI and offers a comprehensive overview of the current landscape and provides a roadmap for organisations seeking to strengthen their commitment to EDI through better governance.

Our findings underscore the pivotal role that boards play in shaping the EDI agenda and fostering an inclusive culture within organisations. Our four key recommendations centre on:

- Strengthening the diversity of the board
- Elevating EDI leadership in the organisation
- The importance of collaboration with others in the housing sector
- Ensuring that board members have the knowledge and language to effectively promote EDI

We'd be delighted to discuss our findings with your team, or better still your board, so please get in touch if you want to discuss things further.

[Click here to download](#)

## Krystal joins our Stellar Line-Up in Birmingham



The countdown to our third Autumn Conference continues and we're looking forward to seeing you in beautiful Birmingham on 6th November.

And we're delighted to announce another superb speaker who will join us on the day. Alongside headlining host Chante Joseph and marketing guru Sara Langston, we have Dr Krystal Wilkinson who will speak on the topic of 'Supporting pregnancy loss and associated issues in the workplace.'

Krystal is a Reader in Human Resource Management at Manchester Metropolitan University and has worked in the construction, retail and hospitality sectors. Her research focuses on women's health and well-being at work and she has contributed to the Wall Street Journal, the BBC and People Management Magazine. She is currently editing her book: 'Work Life Inclusion' and has plenty of knowledge to share in a subject we can learn much about.

To meet Krystal and register for our [Autumn Conference](#) click here.

## Succession Planning? We can help



The August holidays (for most of us) are almost over and that means it's AGM season in the housing sector. September brings with it renewed enthusiasm, a look to the future and optimism that we can get better in everything we do.

And, as a housing association board, you need the best people to provide the best service, and that's where the HDN Board Trainee Programme comes in. Over the years we have worked hard to continually adapt and improve our offers and we believe that our board trainee programme is unmatched.

The National Housing Federation Code insists that boards take an active lead in setting their own composition and reflecting their areas of operation; but we don't believe you can magic a diverse board overnight. It takes time, effort and scheduled succession planning. Our Board Trainee Programme is designed to attract the very best talent from diverse backgrounds, working with high potential people to prepare them for board responsibilities and apply for positions when the vacancies occur. We prepare the existing board, search for and select candidates, induct and train the candidates and continue to mentor them as they move onto the board.

Get ahead of the game and [contact us](#) for more information.

# EVENTS

<p><b>HDN Online Workshop: Introduction to ant...</b></p> <p>Sep 20, 2023 (10:00 AM - 1:00 PM) (GMT+1)</p>	<p><b>HDN Roundtable: Damp and Mould in BME Ho...</b></p> <p>Sep 21, 2023 (11:00 AM - 1:00 PM) (GMT+1)</p> <p>Housing Diversity Network Bradford BD1 4QE, England, United...</p>
<p><b>HDN Study Visit Series: Learning From Ou...</b></p> <p>Best practices sharing and Evolutionary scale</p> <p>Oct 2, 2023 (11:00 AM - 3:00 PM) (GMT+1)</p> <p>Adecco London London, United Kingdom</p>	<p><b>HDN Online Workshop: Intersectionality a...</b></p> <p>Intersectionality's roots are grounded in feminism and critical legal situ...</p> <p>Nov 29, 2023 (10:00 AM - 1:00 PM) (GMT+0)</p>

[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, staff mentoring, board and executive team discussions and reviewing and helping on equality, diversity and inclusion action plans and strategies.

Contact [Chloe Tilford](#) for further details

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

Over in Europe two stories have caught our attention. The French government has decided to ban children in state schools from wearing the abaya, the full length robe worn by Muslim women. As our friend and Islamophobia expert, Kausur Tai, tells us, racial prejudice on the continent can be overt, as the migrants in Calais would testify. But this is a nuanced issue because France imposed a ban on religious symbols in state schools in 2004 to uphold its strict brand of secularism in education.

With no such nuance the Spanish press is still raging about 'that kiss' planted by Luis Rubiales on football star Jenni Hermoso in the aftermath of La Roja's World Cup win. This could be Spain's #Meetoo moment and, while Rubiales' mum has been on hunger strike in protest at his treatment, his wife is an ex-lawyer... which could be handy!