

Goodbye Euro 2020 and hello freedom...

Well, friends, what a weekend that was! Unless you've spent the past four weeks on the moon you can't help but have noticed the European Championships have just reached the most dramatic of climaxes. England's young lions came agonisingly close to winning a first major tournament since 1966, only to fall at the final hurdle in a penalty shootout.



In the UK, 31 million people watched the dénouement and that represents 82 per cent of the available TV viewing population, while many more streamed the final online. The record viewing figures exceeded the Prime Minister's lockdown announcement by three million, such was the enormity of the event.

So we say goodbye to Euro 2020, the triumphs, the disasters and everything in between, but we remember, and with great pride, how the England players and their manager carried themselves with dignity and humility, standing together in a heroic attempt to bring home the trophy while, off the field, embodying all that is good in a diverse English society.

[Read our blog tribute HERE](#)

So the next big event is '**Freedom Day**' the 19th July, when many of the remaining COVID restrictions are removed and life will inch a little closer to pre-pandemic times. But the day will represent anything but freedom for the more vulnerable in our society, particularly people with health conditions which mean, to them, that Freedom Day is more a nightmare than a dream. The success of the UK vaccination programme has led scientists and politicians to assert that now is the time to unlock, despite Delta variant cases climbing rapidly among the young.

As the country pulls together to climb further away from the darkest days of pandemic, let's not leave anyone behind. Keep looking out for each other; look out for the most vulnerable and the most worried.

It's what we do.

BME Action Learning Update

Our work here at HDN is essentially around inclusive workplaces. We thought there was a need in the current climate for a safe space to support individuals who work in the social housing sector, to address racism and to be supported to navigate micro-aggressions in the workplace.

We have been running our monthly **Black and Racially Minoritised Action Learning Set meetings** for the last six months, where set members have been sharing information and experiences to support each other. Members come from all parts of the country and represent a range in job seniority,

gender, age and size of housing organisation.

The set is facilitated by HDN's Programmes Manager, but the content comes from the set members.

Ironically, given the current negative fall-out from the Euros final, which exposes, once again, overt and covert racist attitudes of BME professionals; it is very uncomfortable to hear that things are not so different in the social housing sector. Similarly, it is inspiring to know we have such talented, thoughtful, respectful and professional colleagues who are determined to make a difference to others and the sector, despite barriers, just like the young, diverse men's England football team.

Enquiries to [Moreen Pascal](#), Programmes Manager

Turning Conversation into Action



Online training event: Tuesday 3rd August 2pm to 4:30pm

In our meetings with management teams we've been struck by how people are fearful of having conversations about race. Now more than ever it's important to have these difficult and uncomfortable discussions to create truly inclusive change.

Join our consultant, **Shruti Bhargava**, as we think through how housing organisations can enhance their work culture by addressing racism. We know that building workplace inclusion and fairness is a journey that takes time to develop, and this will be a thought-provoking and participative session.

We will explore race in the workplace, being comfortable with the uncomfortable, keeping the conversation going and moving on from conversations to examining what happens in your organisation, so that you can identify what needs to change.

[Book HERE](#)

Welcome



Michael joins the team

As our membership grows and our network spreads, so we add to our team ...and we're delighted to welcome

Michael Da Costa.

Michael is a digital content creator and photographer with over six years' experience in both professional and freelance photography, video editing and web design.

He says: "I have a strong belief in social justice and I hope to make a real difference through my work, by embracing new technologies and utilising them to raise awareness on different issues."

Welcome our New Members

Innisfree Housing Association



HDN needs You - as a Mentor 2021/22 Staff Mentoring Programme

We continue to receive a bumper number of mentee applications for our programme, and that means **we need more managers and specialists to apply** to be HDN mentors - especially for the London and SE, Midlands and East regions.

Please email mentoring@housingdiversitynetwork.co.uk

for more information and an application form.

HDN Events

HDN Wellbeing Network:
Thursday 22nd July

A scoping meeting to shape HDN's
new Wellbeing Network

**Another date for your
diaries:**

Monday 18th October

Our EDI Conference likely to be in
Birmingham
(Booking details to follow shortly)

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's the team been talking about?

Footy and freedom of course! It struck us that this England team reflects the diverse nature of society more than any before it; and the culture of the players and staff is something to be proud of. Long may that continue.

Our office is opening and we'll be meeting face to face again, some of us for the first time. It's exciting but let's not go mad!

Keep staying safe and have a good week everyone.

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