

## NORTHERN DIVERSITY GROUP Meeting Notes 1<sup>st</sup> May 2019

Present: Mushtaq Khan (HDN), Luke Jno-Baptiste (Community Gateway), Amy Lake (Sovini Group), Rebecca Simpson (Incommunities), Erica Sanderson (Ongo Homes), Lyn Bowker (Riverside), Tahir Idris (Together Group), Adrian Gordon (Together Group), Carmel Roberts (Calico), Sally Hinton (Leeds and Yorkshire HA), Jon Prasher (Places for People), Sian Leighton (Mosscare St Vincent's), Janice McNay (Thirteen Group), John Rafferty (Thirteen Group), Holly Bradshaw (Great Places)

Apologies: Louise Nunn (Sheffield Council), Lucy Malarkey (Gentoo), Meghan Henderson (Leeds Fed), Marilyn Amadi (Gentoo), Helen Watson (Gateshead Housing)

Item	Subject	Notes	By Whom
1.	Introductions	Following introductions MK stated that HDN were determined to ensure that the Group met on a quarterly basis to discuss EDI issues, and ensure that members had a chance to be involved in future HDN initiatives and set the workplan for the region going forward.	HDN
2.	Purpose of Group	A terms of reference had been distributed with the agenda. These were agreed by the Group. The election of a chair and a vice-chair would take place at the next meeting. Anyone interested in the post to contact MK beforehand. HDN would do all the admin for the Group.	All to note
3.	HDN Update	A wide-ranging discussion took place touching on the following items:	

Item	Subject	Notes	By Whom
		<ul> <li>The next round of HDN mentoring; MK to circulate email which has been sent asking for mentors</li> <li>GDPR rules and how they impact on data collection for diversity</li> <li>Engaging with Eastern European residents</li> <li>Channel 4 Dispatches programme</li> <li>Diversity Accreditation (HDN has its own tool, although some in the meeting used different ones)</li> <li>Setting up an email group for discussions</li> </ul>	MK HDN
4.	#thisisme Calico Homes	Carmel discussed the setting up of a group at Calico Homes specifically on involving LGBT employees. The group was about 'being me' at work and to celebrate the contribution of all people. A number of other groups are planned. Everyone applauded the work of Calico in this area, and particularly liked the video: <u>https://youtu.be/cBMAkH5R8zc</u>	All to note
5.	Harnessing Board Diversity	<ul> <li>Adrian and Tahir presented a project that was being carried out at Together and Progress Groups to increase the amount of diversity on boards.</li> <li>The project is supported by HDN and an interim evaluation is currently being prepared.</li> <li>Interestingly both Rebecca and Luke were part of the first cohort of people recruited under this programme.</li> </ul>	All to note

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		If anyone wants further details of the programme then contact MK.	
6.	New HDN Mentoring and Coaching Programme	<ul> <li>Building on the success of the mentoring programme, HDN is proposing to introduce a more advanced coaching programme for managers.</li> <li>It would be ILM level 5 (or possibly 7) and would centre on managing a diverse workforce and in a changing world.</li> <li>A draft leaflet was circulated.</li> <li>The new programme will be launched at the annual mentoring event in Birmingham on 20<sup>th</sup> June.</li> <li>If anyone wants further information, please contact MK.</li> </ul>	All to note
7.	АоВ	None	
8	Date and Venue of next meeting	11am on Wednesday 4 <sup>th</sup> September 2019 at Incommunities The Quays, Victoria Street, Shipley, BD17 7BN	All to note