

## **HDN update for LDG & London Steering Group - June 2019**

### **1. HDN Mentoring Conference – 20th June, Thinktank Museum, Birmingham**

Another successful year for HDN’s staff mentoring programme. 160 people attended the conference Reactions under #HDNMentoringConference2019, included:

“Great to hear so many stories of how the [@HDN\\_UK](#) mentor programme has helped so many people.”

“This has been brilliant, thanks very much to all the attendees, and mentors and mentees throughout the housing world”

“What a day [#HDNMentoringConference2019](#)! Was awesome to hear so much positivity and success. Presenting in front of 100+ people proper rattled the nerves!”

“Mentoring programme for me has been a journey of discovery”

‘I needed an extra challenge in my work to progress...I’ve learnt to speak up and ask questions’

We want to build on the success of the programme and next year’s conference. If any LDG, MDG or NDG members would like to get involved in next year’s Mentoring Celebration Conference or become a HDN mentor - email: [mentoring@housingdiversitynetwork.co.uk](mailto:mentoring@housingdiversitynetwork.co.uk)

### **2. CMI Level 5 Award in Coaching and Mentoring**

At the conference, HDN and WholeSpectrum launched a Chartered Management Institute accredited coaching and mentoring award (see attached flyer too). In summary:

Level 5 covers practical skills and competencies that are rated in academic terms as being comparable to Foundation Degrees and Higher National Diplomas (HND). There is an expectation that participants will have the required academic and intellectual capabilities to write assignments at these levels.

The course will have equality, diversity and inclusion as a theme running through the programme, enabling participants to take on the challenges presented in the changing workplace.

#### **Assignment Support**

We offer flexible, 1-2-1 assignment support throughout the course. Most people appreciate this approach and find that checking in ‘little and often’ is the most helpful way to get assignments done!

#### **Course Tutors**

The course tutors will be Georgia Parker, Chris Wood, Raj Patel and Mushtaq Khan.

### **3. New! HDN Mentee and Mentor Pins**

We are pleased to announce that all graduating mentees, mentors and Staff Mentoring Steering Group members will receive their exclusive HDN pin and in the case of mentors, “gold-edged” ones(!) Alison Inman and Raj Patel handed these out to the mentees and mentors present at the conference. Alison had just delivered her keynote speech “What Next? Using what you’ve learned to end the housing crisis” and symbolically the pins represent the “handing of the baton” to address current housing problems.

### **3. HDN Office move**

HDN has moved its administrative office to Bradford. We have an office within Manningham HA offices (one of HDN's members). Other team members and associates are also based in South, Midlands and North.

### **4. Diversity Pipeline for BAME Managers**

Some of HDN's members have asked for a programme that will improve the number and opportunities for BAME middle managers. HDN has developed a concept note which is currently being considered by several HAs in the sector. HDN has designed the proposal which focuses on principles around a diversity pipeline that:

- Achieves an improved proportion of BAME middle managers, addressing under-representation, who have suitable capabilities and potential for progression.
- Equips and supports an enhanced ability in organisations to manage the diversity of its workforce and so strengthens the contribution from diverse individuals and teams.
- Nurtures organisation cultures that provoke and equip diverse thinking that ultimately lead to improved customer satisfaction and efficient business operation.
- Delivers a diversity programme that promotes the vitality of diverse teams – so includes participants from each of the four main ethnic categories as defined in UK's census (Black, Asian, Chinese and others, and White)<sup>1</sup>.

### **5. Blogs and pod-casts**

HDN has launched a blog series. The first of these blogs should appear by 15th June through Inside Housing blogs – watch that space. It will be on HDN's website too by 15th. The excellent and provocative blog by Mushtaq Khan, HDN's lead in the Northern region, asks the question Why are Diversity Initiatives Failing? and of course there are suggestions about how we can succeed using innovative practices.

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<sup>1</sup> Previous positive action programmes for BAME colleagues have often suffered from BAME individuals being seen as only having achieved higher levels due to them being BAME. Additionally, those on such programmes often are reluctant to be associated with their programme. Our experience with PATH schemes (Positive Action Training in Housing), Cofem (Career Opportunities for Ethnic Minorities) and schemes from other sectors, e.g. BBC and National Museums and Galleries, lead us to this principle of generating the vitality of truly diverse teams. A senior Keeper at the British Museum, overseeing the programme on behalf of the consortium, expressed how this principle made the YGMG Programme (Young Graduates for Museums and Galleries) most effective for the museums and galleries as well as for the participants - it successfully delivered 252 diverse completers over an eight-year period.

## 6. Regional events

### **Free seminar for housing organisations**

#### **Equality, diversity and inclusion – are you on the right track?**

If you're looking to get up-to-speed with latest developments in the housing sector when it comes to equality, diversity and inclusion then the Housing Diversity Network (HDN) seminars in July are the place to be.

We are sharing a series of inspiring presentations together with lessons from those who have been successful in ensuring that their organisations have been successful in the field.

The seminars are designed for executives and senior managers who want improve performance and ensure that their organisations truly reflect the communities that they serve.

There will also be an opportunity to network, discuss development opportunities and interact with the HDN team and other contributors.

Each event is two hours long and the dates and venues are:

**2pm Thursday 4<sup>th</sup> July 2019 at Alpha, Thursby House, 1 Thursby Road, Croft Business Park, Bromborough, Wirral CH62 3PW**

**1.30pm Tuesday 16<sup>th</sup> July 2019 at Thirteen Group, Northshore, North Shore Road, Stockton-on-Tees.TS18 2NB**

**2pm Friday 19<sup>th</sup> July 2019 at Notting Hill Genesis, Atelier House, 64 Pratt Street, London, NW1 0DL**

Book your place at through [Eventbrite](#)