

# NEWSLETTER



## THREE THOUGHTS FOR THE WEEK...

### **If we all agreed all the time life would be sooooo boring**

Here in the UK and indeed across the planet, we seem to have fallen into the trap of indulging in binary debate. Goaded on by social media and, all too often my the mainstream media, too many people have adopted the attitude, “if you don’t agree with me you’re wrong!”

We have developed, in some of our academic institutions, a cancellation culture and habitual shouting down of opposing views. But in the ED&I world we can’t afford to take that stance, because if we do we will effect little or no change. We must embrace differences, and differences of opinion, and then we will continue to learn and make the changes we work so hard for.

Take us here at HDN, we’re a diversity network; we need access to a combination of conflicting and complementing opinions so we can broaden our minds and always get to the right place; sooner or later. If we were all the same then we’d be a limited bunch and...life would be mind numbingly dull!

Some things are just plain wrong though...

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## SOMETIMES BULLIES ARE JUST NASTY PEOPLE

Bullying starts at a young age, in our schools; and (quite correctly) a lot of work has been done to understand why children bully each other. Bullies often have problems of their own and, at a



young age, need help rather than ostracism. But eventually we have to acknowledge that we all have problems and we don't all take them out on someone we perceive to be weaker.

In adult life there are bullies in the workplace, bullies in the community, bullies online and (back to differences of opinion) bullies on both sides of the political debate. People in influence who resort to bullying their own people, or even the people of other countries, are on the grubby side of humanity.

Let's not get hung up on mental health issues, bullies always cause more pain than they feel.

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## ANYONE CAN ENJOY A PANCAKE!



Two of the most important dates in the Christian calendar passed this week as Shrove Tuesday and Ash Wednesday signalled the start of Lent. It's a period of reflection for Christians as they contemplate the 40 day fast Jesus spent in the desert; leading up to Palm Sunday and Easter.

In the 21<sup>st</sup> century millions of Christians worldwide play their part by 'giving something up for Lent' be it chocolate or wine. The choice is individual, but everyone agrees on the pre-fast celebration of Shrove Tuesday which has become Pancake Tuesday. And this is where we can all join in, from whichever religion or atheist stance, and even our vegan friends can enjoy a pancake. All you need is milk, flour, an egg and your favourite filling and then you are sure to say, 'why don't we make pancakes more often?'

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# EVENTS



### Northern Diversity Group

This is a meeting for HDN members to discuss EDI (Equality, Diversity and Inclusion) Issues that are facing the housing sector in the present day, and how we can make a change.



### Central Diversity Group

This is a meeting for HDN members to discuss EDI (Equality, Diversity and Inclusion) Issues that are facing the housing sector in the present day, and how we can make a change.



### Equality Impact Assessment Workshop

A practical and engaging workshop that will provide you with the skills and knowledge to do an Equality Impact Assessment

[More Info](#)

[More Info](#)

[More Info](#)

[For details of ALL our events CLICK HERE](#)

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# NEW MEMBERS



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# NOW HIRING

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## **Three Board Members**

Lincolnshire Housing Partnership are looking to recruit three Board Members with diverse backgrounds who can provide strategic direction to LHP, for more information about this role click here [Non-Executive Board Member](#).

## **Two Trainee Board Members**

Lincolnshire Housing Partnership are also looking for individuals who would like to develop their knowledge and skills to become a Board member in the future and apply for a place on the two-year Trainee Board Member Programme. Find out more on how to apply here: [Trainee Board Member](#)



## **Business Advisor**

To support business development within the Chapeltown and Harehills area and to establish and manage a local 'enterprise hub' based at the Leeds Media Centre. Work will include support to existing and newly established businesses, especially those working within the media sector. It will also involve close collaborative work with Leeds City Council and the Local Enterprise Partnership (LEP) in order to deliver a comprehensive support service from pre-starts to new and established businesses and social enterprises.

[Find Out More](#)

# 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 THE TEAM'S BEEN TALKING ABOUT THIS WEEK

One of our team was laid up with an injured leg this week but he/she still made it to the team meeting thanks to the wonder of Microsoft Teams! That in itself is clearly a good thing, but it did get us to thinking about work/life balance in an age when we are all reachable 24 hours a day and seven days a week.

Never before has the phrase 'learn to switch off' been more apt.

And in that spirit, since we last spoke to you, we had our team Christmas meal at the Bab Tooma Syrian Restaurant in Bradford... and it was brilliant. Great food, great company and a dramatic end to the night, as risk of electrical fire on the street led to the power being cut and the restaurant was plunged into darkness.

Thankfully we'd finished, so we made our way out by phone light and, yes, of course we paid our bill!

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