

Notes from Northern Diversity Group Meeting

Tuesday 8th December 2020 @11am

Venue – Online

Present –Tahir Idris (Together Group) Chair, Anne Mwangi (JRF), Liz Jenkinson (One Manchester, Lyn Bowker (Riverside), Maryam Anser (Incommunities), Sian Leighon (MSV), Paul Roberts (Wythenshawe), Chloe Gillard (Accent), Sally Hilton (LYHA), Di Keller (Karbon), John Rafferty (Thirteen), Mushtaq Khan (HDN), Moreen Pascal (HDN), Bekah Ryder (NHF), Bethan Buck (NHF)

Apologies – apologies were received from a number of members

1. Introductions

Tahir Idris welcomed everyone to the meeting, and everyone introduced themselves and their organisations.

2. Notes from last meeting

There were no matters arising from the Sept meeting.

3. EDI Insight Report

Bethan and Bekah talked through the National Housing Federation Insight Report, which had been produced in conjunction with HDN.

The report was essentially a reflection of the current ‘state of play’ in relation to EDI in the sector.

The meeting discussed a number of issues around this report:

- Data, and the data tool being developed by NHF, which is based on local authority areas and ethnicity information
- The different groups working on this, including the NHF’s own member group
- The need to collaborate rather than work against each other
- Housing associations are at different stages of their journey

4. Impact of Covid-19/BLM Movement

There was a roundtable discussion on events over the last nine months and how they had impacted organisations. Key points raised were:

- The responsiveness of some organisations to the issues highlighted by BLM

- The need for Exec teams to listen to what's happening on the ground
- Some organisations were now starting to use data better
- Organisations were reviewing their EDI strategies
- Working from home had obviously been the default mode for most
- The importance of staff networks
- Communication methods to highlight work were discussed

5. Anti-Racism Training

Anita Birchall and Moreen Pascal from HDN attended to talk through the development of a training course which was being developed on an approach to anti-racism using trauma-informed learning.

A pilot session is being held with a supported housing organisation and the meeting gave their views on course content.

6. BLM Action Learning

Moreen Pascal talked about HDN's Action learning set for BME colleagues. This had proved popular and was about to start. It had been set up in response to demand from members to do something to support their BME colleagues.

Colleagues expressed their interest in the Action Learning Set, and were invited to contact Moreen for further details.

7. NHF Equality Group

Bethan talked about the NHF's Equality Group, its Action Plan and how people could apply to be on the Group.

8. HDN Webinar Programme

The HDN New Year Webinar programme was being prepared, suggestions for future sessions included:

- A rerun of the Equality Impact Assessments Workshops held over summer
- Staff Networks
- Collecting and working with diversity data
- Recruitment
- Race Pay Gap
- Active Allyship
- Neuro Diversity

9. HDN Messageboard

The HDN messageboard was now up for people to post questions, and colleagues were encouraged to respond.

10. Date of Next Meeting

Tuesday 9th March at 11am