



Housing Diversity Network – North Diversity Group
Notes of meeting held: 9 June 2020
Online Meeting

Present:

Tahir Idris (Chair), Together HG
 Satty Rai, Northern Housing Consortium
 Stephen Spencer, Progress HG
 Michael Driscoll, Leeds and Yorkshire HA
 Janette Calvert, Progress HG
 Dawn Cardwell, Calico
 Carmel Roberts, Calico
 Liz Jenkinson, One Manchester
 Eric Summers, Salix Homes
 Kari Best, Karbon
 John Rafferty, Thirteen
 Ayza Hafeez, Accent
 Nigel Johnson, Northern Housing Consortium
 Mushtaq Khan, Housing Diversity Network
 Moreen Pascal, Housing Diversity Network
 Yvonne Davies, Housing Diversity Network

	Item	Action
1.	Welcome and Introductions	
	Tahir Idris (Chair) welcomed everyone to the meeting and introductions were made.	
2.	Previous Minutes of the meeting dated 4 March 2020	
	These were confirmed as a true record.	
3.	Matters arising from the Minutes	
	<p>Presentations from Gateshead Housing Group on their Hate Crime Work, and from Thirteen Group on their LGBT+ Group were noted and had been welcomed.</p> <p>It was pointed out that the previous meeting seemed in a different world to that we were now experiencing.</p>	

<p>4.</p>	<p>Current Issues – Covid-19 and Black Lives Matter</p> <p>The meeting discussed current issues of concern in the housing sector. The first of these was the Covid-19 pandemic, and how organisations had responded.</p> <p>There was a lot of work ongoing on keeping services running and protecting the most vulnerable people. Almost all housing organisations were ringing round and ensuring that tenants’ welfare was safeguarded.</p> <p>HDN was providing some resources to members in the form of webinars.</p> <p>The BME Communities, Health and Housing Webinar had been well-received and the online training on Equality Impact Assessments is to commence shortly.</p> <p>Further seminars to look at Covid-19 and Discrimination Law, and workplace and coming of the pandemic were planned.</p> <p>The BLM protests in America, and now in Britain were discussed, and the response of the housing sector. Some associations had put messages out in support of the movement.</p> <p>HDN’s position was elaborated, and had been put out on the website.</p>	<p>MK to send link</p>
<p>5.</p>	<p>Staff Mentoring Programme</p>	
	<p>Moreen Pascal talked through HDN’s flagship mentoring programme. Applications were now open for the 2020-21 intake, across the region, with a closing date of 31 July.</p> <p>The programme had been very successful in recent years and HDN were recruiting both mentors and mentees.</p> <p>Mentoring for up to 5 members of staff is included within the HDN Membership package. All members were encouraged to consider filling these places. The programme is open to all staff across the board.</p> <p>A webinar to discuss the programme in more detail will be on Wednesday 17th July.</p>	
<p>5.</p>	<p>Board Diversity Programme</p>	
	<p>Yonne Davies discussed HDN’s Board Diversity Programme.</p> <p>A very successful pilot had been held in the North West and HDN were now looking to roll this out to a national cohort starting in September.</p> <p>The programme was a strategic attempt to tackle the lack of diversity and was not a quick fix.</p>	

	A number of organisations had expressed an interest in taking part in another programme and HDN were now following this up.	
6.	National Housing Federation EDI Group Feedback	
	Tahir Idris provided feedback on the NHF's EDI Group. This included sharing the workplan, and the statement that the Group had put out on BLM.	
7.	HDN events and updates	
	Mushtaq Khan advised of the following HDN events/updates: <ul style="list-style-type: none"> • All HDN Activity was currently online. This included all diversity groups, training and events • Depending on feedback it was likely that the Regional Diversity Groups, which meet four times a year, would have three online meetings with an anal face-to-face meeting. • A number of webinars were currently out for booking. These are all free for members. 	
8.	Any Other Business	
	None	
9.	Date and Times of Next Meeting: Tuesday 8 th September 11am Tuesday 8 th December 11am	