

NEWSLETTER



How Strong is your Board?

It's a rhetorical question but one worth asking yourselves.

Here at HDN a cornerstone of our strategy is to strengthen housing association boards the length and breadth of the country, by helping leadership groups to recruit a diverse set of board members which, in turn, will help boards to understand and serve their staff and customers better.

There is some way to go as recent statistics tell us.

Our housing association boards are aging, with just two per cent of board members under 40 years of age, while only seven per cent of board members are BAME, compared to almost 14 per cent of the UK population; one per cent of boards have LGBT representation and only six per cent of board members are disabled.

In the private sector shareholders have woken up to the fact that a diverse range of experience and background in a leadership team reaps rewards in terms of staff retention, company morale and positive PR, which leads to a better return in investment. In the housing sector too the benefits of such diversity at board level lead to multiple benefits, not least a better understanding of the needs of housing association staff and social housing tenants.

If you haven't already, take a look at [HDNs Board Trainee Programme](#), one of our most successful courses which draws on leading diversity practice to make a quick and sustainable impact on the development of diverse and dynamic boards.

The programme helps you to search for and select diverse board members, particularly in terms of ethnicity and age; it mentors the prospective and actual members and helps them to make good contributions and retain their place on the decision making team.

For more information contact:
boardmentoring@housingdiversitynetwork.co.uk

Five-Minute Learning

Do you, or any of the people throughout your organisation, struggle to find time for yourself, your learning and development? Not everyone has the opportunity to take a week out for a course, or even a day; not everybody's job is conducive to taking a chunk of time out and catching up later.

Well, we have an answer. Our new Micro Learning platform has been launched with the aim to provide five-minute online courses on all things EDI. The courses can be viewed on mobile or tablet and, once requested the link will be sent on a text to the member of staff.

There are three five-minute courses available as a kick-off: Conscious Inclusion, Sexual Harassment and Micro-Aggressions. We are looking for some early users and, if you want to find out more, contact chloe@housingdiversitynetwork.co.uk



Ruth reflects on Volunteers Week...and the value of Volunteering



Volunteering can bring a wide range of benefits to your organisation, the individual volunteer and, of course, your tenants, and it brings a depth of experience that was not there before.

Connectivity and community are integral to volunteer programmes. As an organisation you can connect with your tenants and the wider community in your area through volunteering. It can extend the influence of your organisation, gaining better understanding of your tenants and the community they want to live in.

Volunteering is a great way to develop people, learn new skills and gain friendships, on top of reducing health inequalities and increasing mental wellbeing, so involving volunteering in your organisation can bring a lot of good. For your tenants, they could have the opportunity to get involved and reap those benefits for themselves, or get the second hand benefit of being the person volunteered for. For staff members, it can really increase their drive, skills and compassion. A free staff development tool!

Volunteering also brings more diversity to your organization. Just by virtue of opening up to volunteers, you are automatically welcoming more talent, diversity and skills into your organisation. Encouraging tenants to get involved, and then later to apply for jobs and roles with you, can really change the landscape of your workforce, and give you a better understanding of the issues your clients face.

If you want to talk to us about getting volunteers involved in your organisation or getting involved in our mentoring programmes for your managers to volunteer, please email us on Mentoring@housingdiversitynetwork.co.uk

EVENTS

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| <p>HDN Online Workshop: LGBTQ+ Inclusion in...</p> <p>Jun 23, 2023 (1:30 PM - 4:30 PM) (GMT+1)</p> | <p>How to prep for a board meeting: A works...</p> <p>Jun 26, 2023 (5:00 PM - 6:30 PM) (GMT+1)</p> |
| <p>HDN Online Workshop: Powerful Workplace ...</p> <p>Jul 11, 2023 (10:00 AM - 1:00 PM) (GMT+1)</p> | <p>Becoming an NED: Finding the Right Board...</p> <p>Jul 19, 2023 (1:00 PM - 1:30 PM) (GMT+1)</p> <p>It's not just about the board application but finding the right board for...</p> |

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

NEW MEMBERS



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

Three cheers for the BBC, who have announced they are setting a new diversity target to recruit 25 per cent of their staff from lower socio-economic backgrounds. It's an attempt to have more people at the corporation who represent the vast majority of the population.

If they do meet their targets let's hope the Beeb hands out more than cleaning and running jobs to the less privileged. This is not a North/South divide thing, but moving more of their operations to Manchester has helped. Of course, this is not the view of our entire team (just the Northerners)