

NEWSLETTER



LEARNING WITH FRIENDS IS SO POWERFUL

Learning Sets give individuals time to explore issues which they need to resolve in an environment which is empowering, and which helps the individual to find a solution.

Eleven colleagues from across England have been taking part in HDN's pilot Black and Minority Ethnic Action Learning Set which ends this month, January 2022, after a year of monthly meetings. Following HDN's BLM webinar in 2020, our Programmes Manager, Moreen, set up the initiative as an online safe space for sharing, learning and support for

Black and Minoritised Ethnic staff.

The pilot demonstrated time and again just how talented, determined and supportive colleagues who work in the sector are.

Take a look at these comments from AL Set Members:

"The BME Action Learning Set has been enlightening, it has encouraged me to explore my identity, embrace cultural differences and challenge discrimination of any sort. We have shared, discussed and supported each other to tackle significant levels of discrimination within the housing sector and wider society. The group has developed from strangers to allies, and we can call upon each other when support is needed. The benefits have far surpassed my expectations, and I hope this innovative initiative can be experienced by many more BME colleagues from across the sector; and I would be happy to support this in any way I can." LB

"I didn't know what to expect when I joined as I'd never had opportunities like the BME action learning before, but I was curious, and I wanted to find out more. One year on, I am glad I made the decision to participate; not only is this a safe space to share experiences personal to me, but also to have questions asked by other attendees which help me to think differently.

"Some experiences we don't share, probably with anyone, out of embarrassment, or we don't want to be dramatic. I had buried some of the experiences that I had to myself and ignored them. Looking back now, clearly it bothered me. I felt so much better (and lighter!) once I presented 'my problem'. I was respected, listened to, and acknowledged in a way I don't think I ever had been before. My biggest takeaway was the thinking process I needed to do, with the support from others. I also felt good to share my 'problem'. My voice was heard and my unique circumstance and experiences were acknowledged.

"I would encourage other BME colleagues to join this forum, even if your organisation is actively combating discrimination, or maybe you have a very supportive line-manager and a good team. You may not have had an opportunity or space to think for yourself in the way that BME action learning is able to provide, and you probably will be surprised how much you discover about yourself by participating." SQ

"I have been able to be my true self, with zero judgment, and how I feel is totally different to how I feel I have been treated within the workplace. I can truly say I have never felt like I had a complete safe space to speak about my experiences without it coming back to bite me or harm my career. The BME action learning group is an amazing safe space to share experiences." VV

HDN would like to thank all the L&D colleagues and managers who actively supported or nominated their BME colleagues to participate in the pilot. Later in 2022, new Action Learning Sets will be offered aimed at BME staff as well as other protected characteristics groups under the Equality Act.

Enquiries: moreen@housingdiversitynetwork.co.uk

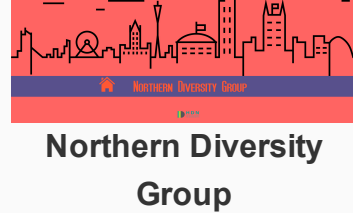
EVENTS



LGBT+ Inclusion In Housing Workshop

This workshop will help you and your wider organisation to provide better and more inclusive services to the LGBT+ community

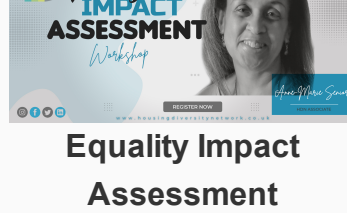
[More Info](#)



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 present day, and how we can make a change.

[More Info](#)



Equality Impact Assessment Workshop

In this workshop as we will help you to develop EIAs which are evidence-based and help you ensure that your policies and procedures are fair.

[More Info](#)

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

NEW MEMBERS NOW HIRING



Senior Consultant

HDN is recruiting!

We are aiming to fill a new vacancy of Senior Consultant here at HDN. If you're interested in joining our dynamic and growing team, see below for details:

[Recruitment Pack](#)

First Come Basis



Independent Audit & Risk Committee Member

We are keen to enhance our Audit and Risk Committee and would like to recruit an Independent Member who can bring their independent view and insight to the team through their leadership level knowledge and experience of information governance and management. We are particularly keen to hear from people who have experience in cyber security to further enhance our existing committee.

[Recruitment Pack](#)

Closing Date 4th February 2022



Chief Executive Officer

Amber Housing is looking for a new CEO - Are you passionate about the difference housing can make to people's lives? Are you interested in becoming a part of a growing organisation wanting to provide facilities and housing management to vulnerable people in innovative and sustainable ways? Then perhaps Amber Housing might be the right organisation for you. Find out more about this opportunity [here](#)

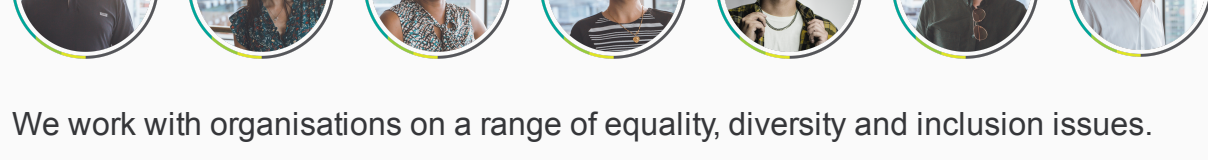
Closing Date 14th February 2022

[Check out some more opportunities here](#)

[HDN Jobs](#)

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

The cricket fans among us had to admire the way Australia, and in particular their captain Pat Cummings, deported themselves in the aftermath of their drubbing of England in the winter Ashes series Down Under. Amidst the usual, and fully expected, Pommie-bashing frenzy in the Australian media, Cummings showed a touch of class, during the after match celebrations, when he noticed Muslim player Usman Khawaja was standing aside and alone as the other players showered champagne over each other.

Cummings stopped the showering and brought Khawaja in to celebrate their success with his team-mates.

Nice one Pat!

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