



Midlands Diversity Group Meeting - 13 December 2018

Held at Nottingham Community Housing Association, 25 Clumber Avenue, Pelham House,
Nottingham, NG5 1AG

Present: Raj Patel (RP) Housing Diversity Network, Wal Warmington (WW) Housing Diversity Network, Ravinder Kaur (RK) WM Housing Group, Tom Piotrowski (TP) Fortis Living, Laura Jones (LJ) NCHA, Hyacinth Austin (HA) WHG Housing Association, Imtiaz Vohra (IV) PA Housing

Apologies: Jo Chown - Connexus, Stewart Hastie - Bromford Housing Group, Emily Taylor – EMH Group, Saima Farooq – Waterloo Housing Group, Chantelle Miller – Tuntum HA, Amanda Evans – Housing Plus Group, Sioux Breeze-Derrigan – Rooftop Housing, Kathryn Stonehouse – EMH Group, Jo Patel – Wolverhampton Homes

	<u>ACTION</u>
<p>1. <u>Introductions, apologies and housekeeping</u> RP chaired the meeting and asked group members to introduce themselves and speak briefly about their role, organisation and values.</p>	<u>ALL</u>
<p>2. <u>Notes from the last meeting and matters arising</u> The notes from the meeting of 17 September 2018 were agreed as a true record. <u>Terms of reference</u> – It was agreed for these to be resent with a full contact list of all members of the MDG by Carla Olfin. <u>LinkedIn Group</u> – This has been created by Stewart Hastie and members were asked to join if they had not already done so. Discussed possible Whatsapp, Yammer or Facebook groups for MDG. Agreed that Carla Olfin would look into this and suggest the best option that would work for the MDG.</p>	<u>CO</u> <u>ALL</u> <u>CO</u>
<p>3. <u>Chairing the MDG</u> LJ was elected as Chair and HA as Co Chair.</p>	<u>LJ and HA</u>
<p>4. <u>Training – TP</u> TP gave a presentation on how Fortis has used training or learning interventions over the last two years. He discussed how this was aimed at changing people's minds and hearts. Some points discussed:</p>	

<p>Framework for equality and diversity– CIH/HDN and SHEF Use of Clearview project management software EDI training Psychology of judgement and decision making – Referred to a book by Daniel Kahneman, 2002 Nobel Memorial Prize winner. Stonewall benchmarking – using the benchmarking for LGBTQ across protected characteristics. Gender Trust, Worcestershire</p>	
<p>5. <u>Agenda items suggested from the first meeting but not covered</u></p> <p>LGBT inclusion Cultural and religious awareness and implementation GDPR Increasing BAME and female representation at management levels</p> <p>These items were carried over to future meetings. At the next meeting RK to talk about race and gender initiatives at WM Housing Group.</p> <p>RP advised about an initiative for trans awareness training for members of the Group. Further details to follow.</p> <p>Gender pay gap – Members requested to bring their organisation’s information to the next meeting for discussion purposes.</p>	<p><u>RK</u></p> <p><u>RP</u></p> <p><u>ALL</u></p>
<p>6. <u>Update on forthcoming activities over the next three months:</u></p> <p>HDN Housing Green paper HDN Manifesto feedback from the conference on 2 October 2018 Inside Housing and Housing 24 Inclusive features and diversity scorecard Mentoring programme</p> <p>HA Redoing Single Equality Scheme and using social media platform</p>	
<p>7. <u>AOB</u></p> <p>2019 Diversity Calendar – RP advised this is being finalised and will check when it will be published.</p>	<p><u>RP</u></p>
<p>8. <u>Date of next meeting</u></p> <p>HA agreed to host the next meeting at their offices in Walsall subject to room availability on Thursday 14 March 2019, 12.30 to 3.30. Parking information to be sent in advance. Further information to follow. Request for CO to send invites to meeting via outlook.</p>	<p><u>HA and CO</u></p>