

Notes from Midlands Diversity Group Meeting

Wednesday 9th September 2020 @11am

Venue – Online

Present – Imtiaz Vohra (PA Housing), Georgia Parker (HDN), Polly Cox (EMH), Louisa Neale (Taff Housing), Chloe Tilford (Grand Union HG), Nisha Singha Smith (PA Housing), Kusminder Chahal (Birmingham City University and HDN Associate), Ruth Agoi (HDN), Carla Olfin (HDN), Mushtaq Khan (HDN),

Apologies – apologies were received from a number of members

1. Introductions

Imtiaz Vohra welcomed everyone to the meeting, and everyone introduced themselves and their organisations.

2. Notes from last meeting

The only matter outstanding from the 10th June meeting was the request from members for an online forum for discussion for members. This will be happening shortly – HDN have agreed a spec with its software suppliers and details will be released as soon as it is up and running.

3. Impact of Covid-19/BLM Movement

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

- Communication from Chief Execs on BLM had been welcomed almost uniformly
- Some organisations had gone further and had held awaydays on BLM, were thinking of adopting the Rooney Rule, and starting to publish Ethnicity pay data
- There were gaps in the quality of data both for staff and tenants
- Working from home had obviously been the default mode for most
- Local lockdowns such as in Leicester had further compounded matters
- Mental health support was an issue for members, and this is something that HDN could work further on

4. Hate Crime Hub (Kusminder Chahal from Birmingham City University)

Kusminder Chahal talked through the Hate Crime Hub that was currently based at Birmingham City University. It also acted as a knowledge exchange for organisations.

HDN will organise a webinar on Hate Crime, and there are also discussions ongoing on how HDN can help facilitate a wider dissemination and good practice sharing of the subject in future.

5. Staff Mentoring Programme 2020-21

This programme will still be running, probably exclusively online. HDN are still looking for mentors. The annual celebration event had been very successful.

6. Board Diversity Programme 2020 cohort

This was a rolling programme now and HDN were talking to a number of organisations about board diversity, and how to increase the quality and quantity of applicants from different backgrounds.

7. Collecting Diversity Data

Nisha ran through PA's approach to this, and the need for accurate data.

HDN are to run a workshop on this.

8. HDN Seminar Programme

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

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

9. Chairing of Meetings

This is to be kept under review.

10. Date of Next Meeting

Wednesday 9th December at 11am

Book [here](#)