



INCLUSIVE GOVERNANCE

We are here to help you improve your leadership and governance arrangements.

The pandemic has accelerated change, and the Black Lives Matter movement has further shed a light on discrimination and how organisations are run.

The coming months will present even more complex challenges in the housing sector - building back better, tackling inequality, the fallout from the Grenfell Tower tragedy, new planning proposals and continuing climate change will all have an impact. Fostering governance that is more inclusive will help you to ensure that your response to these challenges will not leave you behind.

We firmly believe that a focus on inclusion and fairness enables organisations to unlock

the potential of their diverse workforce and of course benefit society at large. Our [Board Diversity Programme](#) is now recruiting a new cohort and acts as a succession plan to diversify the make-up of Boards. Our [Board Excellence Programme](#) is for existing Board Members who want to improve their performance.

Why not book a session for your Board or Exec Team to look at the new NHF Code of Guidance as well as explore how you can meet your objectives around equality, diversity and inclusion at this fast-moving time?

[email us about our inclusive governance services](#)



LEADERSHIP AND MANAGEMENT TRAINING

We've had a number of enquiries about our management and leadership training, in light of the pace of change in both the housing sector and the world around us.

Our training helps create transformational leaders who can empower and develop themselves, their teams and organisations. We focus on the tools and skills necessary to achieve extraordinary outcomes whilst working in very diverse organisations and leading team members from a range of backgrounds.

We examine the business case for diversity and enable participants to develop their skills so that team members feel they are treated respectfully and fairly, are valued and sense that they belong, and are confident and inspired.

We are able to make this training bespoke to your organisation, and deliver in a range of formats.

Details of the training will be on our website in a couple of weeks, but if you want to get ahead of the game email Mushtaq Khan using the link below.

[email us about leadership and management training](#)

OUR EVENTS

After taking a break in August, we are just finalising our Autumn Webinar Series with events starting in September and taking us up to Christmas. Details will follow shortly. In the meantime here are the events that are bookable.

Thursday 3rd September - [HDN Mentoring Conference and Celebration](#)

Our annual event is online this year and is for all mentors and mentees from the 2019-2020 intake.

Tuesday 8th September - [Northern Regional Diversity Group](#)

Wednesday 9th September - [Midlands Regional Diversity Group](#)

Our Regional Diversity Groups are designed to bring a local perspective to equality and diversity discussions. They are for member organisations to share best practice, discuss areas of common concern and plan collaboration.

Non-members may attend at the discretion of the Chair.



NEW PROGRAMME (AND WE NEED MORE MENTORS)

We're now ready to run a pilot programme for Black and Minority Ethnic Staff who want to progress in their careers and navigate the complexities of the workplace including systemic racism and discrimination.

The programme will consist of an Action Learning Set - bringing thinking and action together - and will initially be held online.

Places on the pilot programme will be subsidised by HDN (there will be a small cost) and will be limited. If you are interested in this either personally or for someone in your team, email Moreen Pascal, HDN's Programmes Manager using the link below. We will of course prioritise places for member organisations.

We also need more senior managers/specialists applying to become mentors for our 2020-21 Staff Mentoring Programme. Mentors get as much out of the programme as mentees so please think about applying. More details on the programme are on our [website](#), and again please contact Moreen for more information.

[email Moreen Pascal](#)

DIVERSITY NETWORK ACCREDITATION

We've had some interest from housing organisations wanting to pursue our [Diversity Network Accreditation](#). One or two feel that they're perhaps not ready yet but want an

independent assessment of their current circumstances and some pointers for the future.

We do a pre-accreditation health check which can help you prepare for the full accreditation and work with you to produce an Action Plan so that you can apply for the accreditation at a time to suit you.

[Email us](#) for more details.

AND FINALLY...

a warm welcome to HDN to our new members who have joined over the past month - Berneslai Homes, West Kent HA, Eastlight Community Homes, Orwell HA and Waltham Forest HA.



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