

HDN update for LDG on 15th April 2019

1. #HousingDiversityDay – Tuesday 19 March 2019

Diversity through Leadership and Community: Driving Change

The second #HousingDiversityDay Twitter campaign celebrating and driving positive impact of diversity in the social housing sector, took place on Tuesday 19 March 2019. LDG individuals and organisations were well represented.

Some of those that hosted conversations during the day were:

- Alison Inman, Chartered Institute of Housing
- Paul Hackett, Chief Executive, Optivo
- Kate Henderson, Chief Executive, National Housing Federation
- Susmita Sen, Chief Executive, Tower Hamlets Homes
- Matt Campion, Chief Executive, Shepherds Bush Housing Group
- Kate Dodsworth, Chief Executive, Gateway Housing Association
- Raj Patel, Chief Executive, Housing Diversity Network

It was an even more successful campaign than last year. There is a clear sense that it contributed to further consolidating the mindset of the sector towards EDI through passionate examples, lively debates, key challenges, and a deeper will for EDI. As EDI protagonists for the sector it continues what we each have led on and crucially collaborate on.

Provisional figures for #HousingDiversityDay 2019 (which do not yet include early morning and after 10pm activity as we can't seem to access that data) shows:

- 886,864 accounts reached (last year 836,502)
- 3.9million impressions (last year 2.2m)
- 584 people and organisations took part (last year ~310)

The improved figures, and that we were 'trending', indicates the growing momentum. We do need to guard against any complacency for proper EDI impact as there is quite a way to go still.

2. Achieving and Harnessing Board Diversity Programme

HDN is looking for at least 2 or more organisations in the London and South East region for the next AHBD programme, following on from the success of the two in the North. Get in touch Raj if you want to explore this.

Achieving and Harnessing Board Diversity programme seeks to unlock the potential of future leaders by championing diversity.

Through mentoring, coaching and training, the programme aims to identify the next generation of influencers from all walks of life and develop them into candidates for a board-ready talent pool to make their authentic contribution.

Of the 56 applicants, 22 were shortlisted and 11 were appointed. Seven of the trainees are female (64% compared to the industry average of 6.8%) and five identify as BME (45% compared to the industry average of 4.5%*).*

Together Housing Group and Progress Housing Group also made a conscious decision to attract younger people with four of the successful candidates being in their 20s, five in their 30s and two in their 50s.

Trainee Shruti Brockett said: "The traineeship will enable me to share my skills and knowledge and provide a safe space in which to learn new business skills. The extensive coaching and mentoring programme is really valuable and will help me to broaden my skill set and develop in a way that is best suited to me. I am looking forward to working with such an inclusive, motivated and friendly team."

3. Some Forthcoming dates/events

24Housing Diversity Conference: HDN are involved again, 16th May 2019, Birmingham

Homes 2019 – 25-27 June at Manchester Central, HDN at a fringe event on Diversity

HDN Mentoring Conference – 20th June 2019. If you would like to find out more or come to this conference contact Carla@housingdiversitynetwork.co.uk

HDN/BMENational/NHF EDI conference - 17th Oct 2019, London – consultation on Housing's Diversity Manifesto was started at last year's conference and should be launched at this conference. NHF website will have more information on this.

4. LDG, MDG, NDG

London (and SE) and Midlands are to be joined by the newly formed North Diversity Group (coordinated by HDN's lead person in the North, Mushtaq Khan. The first meeting of NDG is on 1st May. We will be arranging a joint webinar for these probably in the summer.

5. Relocation of HDN Admin Office

HDN will be relocating its office to central Bradford, but like others, our colleagues will also work remotely in regions. We have two part-time additions to the team:

Mushtaq Khan – EDI Manager for North Region (based in Manchester)

Wal Warmington - EDI Manager for Midlands Region (based in Birmingham)