

# London & SE Diversity Group Minutes

**Monday 5 March 2018 2pm to 4pm** (with opportunity for networking & further discussion after the meeting), Swan Housing, 3<sup>rd</sup> Floor, Tramway House, 3 Tramway Avenue, Stratford, E15 4PN

<b>Present:</b>	<b>Apologies:</b>
<p><b>AW – Anna Williams (Swan Housing)</b> (Hosted, chaired and minuted this meeting)  <b>CB – Catherine Bailey (B3 Living)</b>  <b>CJ – Cordelia Johnney (Stonewater)</b>  <b>GD – Glyn Drew (Optivo)</b>  <b>JP – Jon Prashar (Places for People and HDN Board member)</b>  <b>KS – Kam Sandhu Shinger (Network Homes)</b>  <b>LC – Louise Chilley (Optivo)</b>  <b>RP – Raj Patel (HDN)</b> (Housing Diversity Network’s new Chief Executive)  <b>SL – Samantha Latouche (One Housing)</b>  <b>ST – Sylwia Tokarska (Origin)</b>  <b>TD – Tara Devine (Notting Hill)</b></p>	<p>A2 Dominion (Kamaran Rasheed has left – please see further information in table below)  Aldwyck: Amanda Duncombe  Family Mosaic (Peabody): David Solomons  Homes England: Jerome Williams  Lewisham Homes: Fang Fang Lam  Orbit: Nikki Wickham – has been made redundant  Southern Housing Group: Liz Williams  St Mungos: Amy White</p>

Please see further information about attendance / apologies etc in the following table (for G15 organisations, any organisations that attended this meeting and any organisations on the membership list handed over from Kamaran Rasheed to Anna Williams in January 2018).

At this meeting, AW suggested and the group agreed that a table should be included in the minutes for each meeting to show, for each of the G15 housing associations and all organisations that are members of the LDG:

- Whether they attended or sent apologies for the meeting
- Whether they are HDN members
- Whether they have been awarded the HDN Accreditation for Excellence in Equality and Diversity
- Whether they are signed up to the 10 CIH Leading Diversity by 2020 challenges

AW has collated the information set out below on the basis of information on the G15, HDN and CIH websites.

Organisation	Present / Apologies?	HDN Members?	HDN Accredited?	Signatory to CIH Leading Diversity by 2020 challenge?
<b>Organisations that are not landlords:</b>				
Housing Diversity Network	<b>Present: Raj Patel (RP)</b>	N/A	N/A	N/A
Homes England	Apologies: Jerome Williams (JW)	No	No	No
<b>G15 organisations (London's largest housing associations):</b>				
A2 Dominion	Apologies	Yes	No	No
Kamran Rasheed has left A2 Dominion to take up a role at a housing association outside of London and has stepped down as Chair of the London Diversity Group. It is unclear at this stage who the LDG rep will be for A2 Dominion.				
Catalyst	No current rep	No	No	No
Clarion	Apologies: Sandra Sanglin	Yes	No	? (Circle & Affinity Sutton both listed)
Alex Alexander has left Clarion and taken up a new role with Sport England.				
The Hyde Group	No current rep	No	No	No
L&Q	No response from Sherry Martin (L&Q). Invite undeliverable to Amelia Horgan and Katie Shaw (both East Thames)	Yes	No	No
Metropolitan	Invite undeliverable to Sheila Coyle	No	No	Yes
Network Homes	<b>Present: Kam Sandhu Shinger</b>	Yes	No	No
Notting Hill	<b>Present: Tara Devine</b> Apologies: Rose Bourner	Yes	No	No
Genesis	Apologies: Nicke Harrison	No	No	Yes
Optivo:	<b>Present: Glyn Drew and Louise Chilley</b>	Yes	No	? Amicus Horizon listed, Viridian not
Peabody	No response received from <a href="mailto:equality.diversity@peabody.org.uk">equality.diversity@peabody.org.uk</a> (address held for Alice Cheadle). Apologies: David Solomons, Family Mosaic	No	No	Yes
Southern Housing Group	Apologies: Liz Williams	No	No	No

Organisation	Present / Apologies?	HDN Members?	HDN Accredited?	Signatory to CIH Leading Diversity by 2020 challenge?
<b>Other organisations:</b>				
Aldwyck Housing	Apologies: Amanda (Manda) Duncombe	No	No	No
B3 Living	<b>Present: Catherine Bailey</b>	Yes	Yes	Yes
Barnet Homes	No response received from Jennifer Wyatt	Yes	No	No
Lewisham Homes	Apologies: Fang Fang Lam No response: Alex Bush	Yes	No	No
One Housing	<b>Present: Samantha Latouche</b>	No	No	No
Orbit Group	Apologies: Nikki Wickham	Yes	Yes	No
Nikki Wickham (Orbit) has been made redundant and passed information about the LDG onto Ivanna Roberts-Cillia				
Origin Housing	<b>Present: Sylwia Tokarska</b>	No	No	No
Sylwia Tokarska announced at the meeting that she is leaving Origin to pursue a private business opportunity and is unclear whether Origin will still participate in the group.				
Places for People	<b>Present: Jon Prashar</b> (also HDN Board member)	Yes	No	No
St Mungos	Apologies: Amy White	No	No	No
Shepherds Bush Housing	No response received from Verna Wilks	Yes	No	No
Stonewater	<b>Present: Cordelia Johnney</b>	Yes	No	Yes
Swan Housing	<b>Present: Anna Williams</b>	Yes	Yes	Yes
Tamil Community HA	No response received from Devan Kanthasamy	No	No	No
Thames Valley Housing	No response from Jonathan Ling	No	No	No

<b>1.</b>	<p><b><u>Introductions, apologies &amp; housekeeping</u></b></p> <p>AW welcomed everyone to the meeting and reminded everyone that she had agreed to arrange and chair this particular as Kamaran Rasheed (A2 Dominion) has left A2 Dominion to take up a role at a housing association outside of London and has stepped down as Chair of the London Diversity Group. AW explained that she would be making brief notes in order to produce the minutes of the meeting, as well as Chairing, as Kamaran had often done.</p> <p>Introductions were made apologies were noted as set out above.</p> <p>AW explained that the guest speakers had to cancel due to the recent snow (please see item 7).</p>
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<p>2.</p>	<p><b><u>Minutes &amp; Matters Arising</u></b></p> <p>The minutes of the last meeting (20 September 2017, as the December meeting was cancelled due to the snow) were approved as accurate.</p> <p>In relation to the action points from the last meeting the following was noted:</p> <p><b>LDG members to submit staff profiling information and KR to collate:</b> AW advised that she had sent KD the information that is sent in Swan’s Annual Report and Financial Statements 2016-17 and Equality and Diversity Report 2016/17. She further advised that she had KR had advised her that he had not received any information from anyone else.</p> <p><b>BAME cross network updates to feature as regular agenda item at LDG meetings:</b> AW advised that, following the presentation about UNIFY (the new cross sector BAME network) given by Charlene Peters (Notting Hill) and Joe Joseph (Peabody) at the last meeting, she had suggested that the group should offer the Chairs of UNIFY and HouseProud a slot on each agenda of each London Diversity Group so they could share information about the group by either joining the LDG themselves, nominating someone to provide an update or sending an update to the Chair. It was agreed that this would be a good idea. AW advised that she thought that CP had sent a short article that members could use on their respective intranets for promoting the cross-sector BAME network.</p> <p><b>Action: Suggestion to be followed up by the new Chair of the LDG once elected.</b></p> <p><b>Members to email NH details of any gender pay gap that have been published:</b> The group were unaware of whether anyone had done this and it was noted that Genesis have published their Gender Pay Gap data. Most attendees were uncertain about exactly when their gender pay gap data would be published.</p> <p>There was a fairly lengthy discussion about the GDPR (General Data Protection Requirements) and general concern about the reduction on collection and monitoring of equality and diversity data that was likely to happen as a result, particularly sexual orientation and religion data but also other data. It was noted that, to collect data, you must have good reasons for collecting it so would need to actually do something with it, not just collect it for the sake of it. RP suggested that organisations should look at what their Equality and Diversity Policy Statements say about it. It was agreed that this would be a good topic for the next meeting, especially if a guest speaker could be identified.</p> <p><b>Action: Suggestion to be followed up by the new Chair of the LDG once elected.</b></p>
<p>3.</p>	<p><b><u>Future of the London Diversity Group including:</u></b></p> <p><b><u>Review of Terms of Reference</u></b></p> <p>Some minor changes were made to the Terms of Reference (attached), which can be summarised as follows:</p> <ul style="list-style-type: none"> <li>• Rename the group the ‘London and South East Diversity Group’ (but still use LDG)</li> <li>• All members to have one <b>main</b> point of contact (word main added)</li> <li>• Footnote to be added showing date approved and date for next review (2 years later).</li> <li>• Meetings will be 4 times a year with the host organisation being responsible for facilitating and servicing the meeting <b>unless otherwise agreed</b> (words in bold added)</li> <li>• Reference to ‘Data Protection Act’ to be replaced with ‘relevant data protection</li> </ul>

legislation?

- A Chair and Vice Chair will be nominated and elected by forum members. The term for both roles will be for **a maximum of 2 years** (4 meetings per year), upon which a new Chair and Vice Chair may be elected. A Chair and Vice Chair can be re-elected **if no other nominations are received**. (Changes shown in bold agreed).
- (Chair and Vice Chair) to write a short **(e.g. 1 page)** end of year report to record and celebrate the achievements of the forum for the year of their term **and circulate this to the group and HDN**. (Changes shown in bold agreed).

### **New Chair required**

AW advised that, as Kamaran Rasheed (A2 Dominion) has left A2 Dominion and stepped down as Chair of the LDG, a new Chair is required. It was also noted that under the terms of reference the group should have a Vice Chair and there was some discussion about whether there could be a rotating Chair / Vice Chair but the consensus view that was, at the least, a fixed Chair was required and this person would ideally remain Chair for 2 years although it was noted that nobody ever knows what the future holds so can't necessarily commit 100% that they will remain in post and able to serve as the Chair for 2 years.

AW advised that she felt unable to put herself forward as Chair or Vice Chair at this time. Some attendees thought they might but would need to think about it.

**Action: Anyone who would be willing to put themselves forward as Chair or Vice Chair to let Anna Williams know by Monday 19 March (awilliams@swan.org.uk / 01277 314960 / 07587 036883).**

4.

### **HDN Update**

RJ(Raj Patel, who has joined HDN as their new Chief Executive since the last LDG meeting) provided the following update:

- HDN had a good response to their advert for new Board members and now have a full, strong and diverse Board.
- In the next couple of weeks HDN are launching a new website and new logo.
- Upcoming events:
  - Social media campaign on 19 March (Housing Diversity Day): Press release should come out today, planned to be an annual thing.
  - 22 March: Half-day event happening in The Midlands with the Midlands Practitioners Group looking at 'How can equality and Diversity be embedded?' They are having a meeting and event and it was agreed that this might be something that the LDG want to consider doing. Anyone who might want to attend the 22 March event is welcome to contact HDN for further information.
  - October (mid October – Date TBC): HDN, BME National and NHF will be holding a diversity conference in London. JP asked whether HDN are still also doing a diversity conference jointly with CIH. **Action: RP to check.**
- Mentoring Programme: Approx 500 people (mentors and mentees) involved each year. HDN are currently seeking mentors – please see HDN website for further info – and are currently doing an impact assessment of the mentoring programme. AW and CJ are both mentors this year and both said it's a great scheme (AW also participated a mentee last year).
- Board Diversity – HDN work with organisations on this and it seems to be mainly

	<p>organisations in the North that have been working with them on this.</p> <ul style="list-style-type: none"> <li>• HDN will be rolling out some 'social value or commercial value' / 'Diversity Divident' research – They have been speaking to commercial organisations and their social impact teams. RP will provide further information as this project develops.</li> <li>• HDN is looking to be more involved in influencing / advocacy / ensuring EDI doesn't get lost in the sector e.g. speaking to regulators, working with 24Housing on their Diversity in Housing conference and with Inside Housing on their diversity campaign. Their strategy is to work collaboratively on influencing.</li> <li>• HDN are also looking to work collaboratively with the construction and repairs &amp; maintenance organisations and RP mentioned the Inspire awards.</li> </ul> <p>RP concluded by saying how pleased he is that the LDG is working well and emphasised the support that HDN can provide to the Chair, Vice Chair and group (as set out in the terms of reference).</p> <p>JP asked RP about HDN's future model (Is membership the holy grail or old hat?) RP advised that HDN turns 15 this year and 8 new members have joined in the last 3 months.</p>
5.	<p><b><u>Open Forum requests</u></b></p> <p>No requests made.</p>
6.	<p><b><u>Any Other Business</u></b></p> <p>RP asked whether the group might want to send a letter of thanks to Kamaran Rasheed for all he has done as Chair of the group and advised that HDN would be happy to do this on the group's behalf. The group gratefully accepted both the suggestion and the offer.</p> <p><b><i>Action: RP to send a thank you letter to KR on behalf of the LDG.</i></b></p>
7.	<p><b><u>Guest Speaker: Texthelp</u></b></p> <p>Texthelp were due to speak at the December meeting which had to be cancelled because of the snow and had to cancel speaking at this meeting because of the snow. They would be keen to be invited to a future meeting and AW has contact details which she can provide to the new Chair (once appointed) if this is something that the group would like.</p>
8.	<p><b>Date of next meeting – To be confirmed (Meetings for the year will need to be arranged by the new Chair, once elected).</b></p> <p>Further offers to host were received at the previous meeting from Aldwyck, Notting Hill &amp; Swan Housing (who hosted this meeting). Various other offers were made at this meeting. AW suggested that any meetings held at locations which could not be accessed by public transport without needing to drive or get a taxi may result in lower attendance and it was noted that, on the other hand, lack of parking can be a problem for other attendees (e.g. those who need to drive due to disability).</p>