

LDG Minutes

25th June 2018

Notting Hill Genesis

2 Killick street, London, N19FL

Organisation	Present / Apologies?	HDN Members?	HDN Accredited?	Signatory to CIH Leading Diversity by 2020 challenge?
Organisations that are not landlords:				
Housing Diversity Network	Present: Raj Patel (RP)	N/A	N/A	N/A
Homes England	Apologies: Jerome Williams (JW)	No	No	No
G15 organisations (London's largest housing associations):				
A2 Dominion	Apologies	Yes	No	No
Catalyst	No current rep	No	No	No
Clarion	Apologies: Sandra Sanglin	Yes	No	? (Circle & Affinity)
The Hyde Group	No current rep	No	No	No
L&Q	No response from Sherry Martin	Yes	No	No
Network Homes	Apologies: Kam Sandhu Shinger	Yes	No	No
Notting Hill Genesis Present: Tara Devine Present: Nicke Harrison		Yes	No	No
		No	No	Yes
Optivo:	Apologies: Glyn Drew and Louise Chilley	Yes	No	? Amicus Horizon listed, Viridian not
Peabody	Present: equality.diversity@peabody.org.uk	No	No	Yes
Southern Housing Group	Apologies: Liz Williams	No	No	No

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Other organisations:				
Aldwyck Housing	Present: Amanda Duncombe (via skype)	No	No	No
B3 Living	Present: Catherine Bailey	Yes	Yes	Yes
Barnet Homes	No response received from Jennifer Wyatt	Yes	No	No
Lewisham Homes	Apologies: Fang Fang Lam	Yes	No	No
One Housing	Apologies: Samantha Latouche	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				
Places for People	Apologies: Jon Prashar (also HDN Board member)	Yes	No	No
St Mungos	Present: Amy White	No	No	No
Shepherds Bush Housing	No response received from Verna Wilks	Yes	No	No
Stonewater	Present: Cordelia Johnney	Yes	No	Yes
Swan Housing	Apologies: Anna Williams	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

1.	<p><u>Introductions, apologies & housekeeping</u></p> <p>Tara welcomed everyone to the meeting, listed apologies and went through the agenda for the afternoon.</p>
2.	<p><u>GDPR guest speaker - Catherine Preston</u></p> <p>Please see presentation attached with this email</p> <p>.</p>
3.	<p><u>Matters Arising:</u></p> <p>a. Unify will give regular update to LDG.</p> <p>b. <i>Will the HDN / CIH being having a joint conference this year?</i></p> <p>No - there are two conferences in October, one for CIH one for HDN.</p>

	<p>c. Q: <i>What is inclusive Futures?</i></p> <p>It is a campaign to increase diversity and inclusion in the housing sector.</p> <p>d. Minutes agreed.</p>
<p>4.</p>	<p><u>New chair/ direction of the group</u></p> <p>a. Want to be more proactive in HDN/ CIH work.</p> <p>b. LDG group twitter handle to give presence.</p> <p>c. Priority list of areas to work on to be created and approved between members</p> <p>d. Just need to be clear about our objectives.</p> <p>e. Momentum around key issues.</p> <p>f. What should the priorities be?</p> <p style="padding-left: 40px;">i. Leadership - to incorporate Gender Pay Gap and Leadership 2025/ BAME progression</p> <p style="padding-left: 40px;">ii. LGBT inclusion - HouseProud research</p>
<p>5.</p>	<p><u>HDN Update</u></p> <p>a. Looking at accrediting the mentor programmes.</p> <p style="padding-left: 40px;">i. The Board mentoring programme will be accredited through ILM</p> <p style="padding-left: 40px;">ii. Both mentor and mentee will be accredited</p> <p>b. #housingdiversityday - search for good practice. This was the second highest trending hashtag on the day.</p> <p>c. Diversity dividend - social and diversity values</p>
<p>6.</p>	<p><u>Gender Pay Gap</u></p> <p>a. Good practice in female progression?</p> <p style="padding-left: 40px;">i. Stonewater - ran focus groups - female, male, young people, etc... information will be fed into a strategy.</p> <p style="padding-left: 40px;">ii. Flexible working helps to ensure women in higher paid, leadership roles.</p> <p style="padding-left: 40px;">iii. Culture and masculine/ feminine leadership style can shape/ influence</p> <p style="padding-left: 40px;">iv. Terms and conditions - parenting leave.</p>

	<ul style="list-style-type: none"> v. Role modelling behaviours to ensure flexible cultures. vi. Representation is a start - but how do we move to inclusion <p>b. Using pay gaps as a catalyst for action.</p> <ul style="list-style-type: none"> i. Analysing Race pay gaps and structuring an action plan to meet this. <p>c. Bring this back as an agenda item again when more people have their data.</p>
7	<p><u>EDI Regulation: by self and by regulator</u></p> <ul style="list-style-type: none"> a. What is the change we want to see in the social housing sector. <ul style="list-style-type: none"> i. Regulation is something being mentioned
8.	<p><u>Date of next meeting – To be confirmed.</u></p> <ul style="list-style-type: none"> a. Potentially St Mungo's b. September - before the HDN conference c. November - after the HDN conference
9	<p>AOB</p> <ul style="list-style-type: none"> a. Future agenda item: What do you actually monitor/ want to monitor regarding EDI? b. Government has 'EqualITEAS' campaign - this 2 weeks. c. Samantha - share staff surveys, in particular BAME staff. d. PRIDE - July 7th.