

## Minutes: LDG

Date: 30<sup>th</sup> January 2019

Location: Notting Hill Genesis, Pratt St, Camden

Attendees: (see attached list)

Item	Minutes and actions	Responsible
1	<p><b>Apologies:</b></p> <p>Tony Spaul – Barnet Homes            Raj Patel, Moreen Pascal - HDN            Alex Bush – Lewisham Homes            Sophie McDonald – Optivo            James McHugh – Peabody            Jon Prasher – Places for People            Heather Thomas –Sapphire Independent Housing</p>	
2	<p><b>Previous actions and minutes</b> – agreed</p>	
3	<p><b>Re-launch of LDG</b></p> <ul style="list-style-type: none"> <li>• Launch of our new logo and twitter handle</li> <li>• Touched on key headlines &amp; priorities for the year (covered in detail below)</li> <li>•</li> </ul>	
	<p><b>Presentation – HouseProud</b></p> <ul style="list-style-type: none"> <li>• Brief history of HouseProud</li> <li>• Overview of ‘No place like Home’ research</li> <li>• Looking to do a soft launch of the Pledge Project in 2019</li> <li>• HouseProud’s Green Paper response by John Stevens available on their website to view</li> <li>• Looking to work more closely with et Government</li> <li>• If you want to join - contact Pamela Sinnott or via the website</li> <li>•</li> </ul>	
4	<p><b>Presentation – L&amp;Q’s BME and gender pay gap report - Jan Gale</b></p> <ul style="list-style-type: none"> <li>• BME update and Gender Pay gap at L&amp;Q</li> <li>• Jan gave an overview of the work being carried out at L&amp;Q</li> <li>• The biggest hurdle was to get people to agree on a BAME definition, it’s important to say that other groups not within the BAME definition do not have issues within thin groups not represented but a line had to be drawn.</li> <li>• BAME payback found differences between Chinese and Caribbean groups.</li> </ul>	

	<ul style="list-style-type: none"> <li>• They have 96% of data overall and 87% is LGBT - allows L&amp;Q to have a meaningful discussion. There is not a lot of data on disabilities. They are trying to get data from when employees start at L&amp;Q</li> <li>• Have had an inclusion week where they tried to capture data on disability</li> <li>• Stats on their gender pay gap has gone down from 7.6% from 9.7%</li> <li>• Found an imbalance within the senior leadership team and women in more junior roles.</li> <li>• Looking to set aspirational targets for interviews – 50/50 gender female/male and 30/70 BAME</li> </ul> <p><b>For more information contact Jan Gale.</b></p> <ul style="list-style-type: none"> <li>• Looking at getting key message across as what it is like to be in a senior role for women, looking at flexi hours and are big on parental leave. Looking at a 5 year plan to close the gap of women on low grades.</li> <li>• Using Great Places to work as a measure.</li> </ul>	
5	<p><b>UNIFY update</b> - Billy-Jean Perkins</p> <p>The focus for Unify over the coming year is Career progression, mentoring, culture celebrations and cross networking. LDG to help promote initiatives and events to be held by UNIFY. And will provide regular updates to the network.</p>	
	<p><b>HDN update</b> - Kam Sandhu Shinger on behalf of Raj Patel</p> <ul style="list-style-type: none"> <li>• Key date to note: Social Media day 6 March 2019</li> </ul> <p><b><u>HDN updates</u></b></p> <ol style="list-style-type: none"> <li>1. EDI and residents, applicants and community – addressing wider stigmas and gaining diverse involvement. See Fair for All report 'Equality and Diversity in Social Housing – a profile of tenants' – report is attached.</li> <li>2. #housingdiversityday second EDI social media campaign on 19th March 2019 – LDG is asked to take up an hour slot during the day.</li> <li>3. The Midlands Diversity Group (MDG) has been relaunched and has met twice. The North NDG to be set over the next few month. HDN suggests a joint meeting (remote) and/or webinars over the course of next year.</li> <li>4. Free webinar on 'How to have a practical approach to inclusivity' hosted by NHF on 5th March (2-4pm), Raj is presenting –</li> </ol>	

	<p>contact: , Laura Sarmiento, Events Organiser, National Housing Federation, 020 7067 1053, <a href="mailto:Laura.Sarmiento@housing.org.uk">Laura.Sarmiento@housing.org.uk</a></p> <ol style="list-style-type: none"> <li>5. HDN Regional presence – part-time EDI Manager, Wal Warmington, appointed in Midlands and similar to be appointed imminently for North too. (Raj and Moreen are in the London and South East area).</li> <li>6. Mentoring – HDN staff and board mentoring programmes are now both CPD accredited. This year again there are more than 200 mentees altogether.</li> <li>7. Achieving and Harnessing Board Diversity programme - two pilots with Together Housing Group and Progress Housing have been very successful so far managing to attract over 60 diverse candidates and using assessment style selection process has reached 12 selected diverse individuals who will be supported to develop their authentic contribution. The programme works with existing boards too to nurture change required there.</li> </ol>	
	<p><b>Homes England update</b> – Jerome Williams</p> <ul style="list-style-type: none"> <li>• Homes England play a key leadership role and want to make the housing market work: <ol style="list-style-type: none"> <li>1. Introduce greater flexibility in how HA’s invest. There are now 8 strategic housing partnerships in place.</li> <li>2. This is about the delivery of homes and being part of the solution of the broken homes market.</li> <li>3. Diversity &amp; Inclusion strategy is being developed. Homes England will share strategy with everyone via a launch once approved.</li> </ol> </li> </ul> <p>Homes England do recognise that this is about making the sector more diverse. They have created 6 staff networks: LGBT; Gender; BAME; Future leaders; Build together Friends; Disability &amp; Carers</p> <p>Homes England do encourage networks but there is not a great deal of buy in; they are trying to change the culture of the organisation, but do feel they still have quite a long way to go.</p>	
	<p><b>Terms of Reference (TOR)</b></p> <p>This was originally agreed May 2018. The TOR were formalised at this meeting. The TOR are due for review May 2020.</p>	
<p><b>6</b></p>	<p><b>Future Themes</b></p> <ol style="list-style-type: none"> <li>1. EDI impact concerning residents and applicants (following on from the Green Paper)</li> </ol>	

	<ol style="list-style-type: none"> <li>2. Decision-making: Diverse boards and leadership, authentic contributions and diverse thinking</li> <li>3. Recruitment/selection - monitoring and its use at all recruitment stages, panel diversity and training in EDI, other selection means such as assessment centres</li> <li>4. Institutional change as well as personal EDI awareness – organisation culture change that embeds valuing EDI</li> <li>5. Need for formal adherence to EDI across the social housing sector</li> <li>6. Key topics which will include a Transitioning policy. Potentially putting in a place a training session on this (possibly April). Taj will look into arranging a speaker to come in and hold a workshop.</li> </ol>	
<b>7</b>	<b>AOB</b>	
<b>8</b>	<p><b>Date of next meeting:</b></p> <ul style="list-style-type: none"> <li>• April 15 , 2.00pm, <b>Places for People</b></li> <li>• June 27, 11.00am, <b>Southern Housing Group</b></li> <li>• October 23 - <b>tbc</b></li> </ul>	