



## Midlands Diversity Group

<b>Date of meeting</b>	<b>Monday 17<sup>th</sup> September 2018</b> <b>2.30pm – 4.30pm</b>
<b>Location</b>	<b>Paragon Asra Housing Group</b> <b>3 Bede Island Road</b> <b>Leicester. LE2 7EA</b>

### Agenda

<b>No.</b>	<b>Description</b>	<b>Time (mins)</b>
<b>1.</b>	<b>Introductions, apologies &amp; housekeeping</b>	
<b>2.</b>	<b>ToR and Chairing for MDG (compare the LDG ToR)</b>	<b>20</b>
<b>3.</b>	<b>Open forum requests and notice of events</b>	<b>20</b>
<b>4.</b>	<b>Proposed Agenda items</b> 11 items were submitted – see below. They have been organised into generic items followed by specific ones. Individuals who suggested items will be asked to give some context which will lead to discussion and/or actions. In this meeting we may have time to cover a few items. We will consider how to proceed with remaining and new items.	<b>60</b>
<b>5.</b>	<b>HDN update</b>	<b>10</b>
<b>6.</b>	<b>AOB</b>	<b>10</b>
<b>8.</b>	<b>Date of next meeting</b>	

Raj Patel will Chair this meeting.

If you require travel information please contact Carla Olfen at HDN.

### **3. Proposed Agenda Items**

#### **3.1 Current EDI priorities:**

For example, for Walsall HG:

- CIH 10 by 2020 Challenge
- Integrated Communities – Walsall is one of the five pilot areas
- Know Your Customer (KYC) – the effective use of customer and housing applicant diversity data

#### **3.2 EDI strategy - sharing learning and ideas for process reviewing and then re-launching diversity strategies:**

For example, EMH Group's Kaleidoscope Strategy so would be very interested in learning and the ideas generated from this group.

#### **3.3 EDI into organisational culture:**

- interested to hear about HDN mentoring scheme, how organisational change an opportunity to re-introduce some of key EDI organisational culture
- Inclusive leadership – at board, committees and senior leadership levels

#### **3.4 Merging and transition – opportunities and challenges for EDI**

Fortis will be merging with Waterloo Housing in October, good to get views & updates from other HAs.

#### **3.5 Assessing, monitoring and using EDI information of individuals and projects**

- Experience of collecting data of staff, board, residents, applicants
- GDPR – the collection and storage of sensitive diversity data
- Equality impact assessments

#### **3.6 Housing Diversity Manifesto - sector-wide call to action (EDI Conference 2<sup>nd</sup> Oct and onwards)**

#### **3.7 Hate crime:**

How HA's can support other partners in challenging hate crime (recording & reporting it, partnership work to raise awareness, community cohesion projects preventing the rise of divisive narratives in local communities)

#### **3.8 LGBT inclusion:**

- especially around older tenants/customers
- improving Customer Satisfaction in the LGBT+ community

#### **3.9 Cultural and religious awareness and implementation**

#### **3.10 Increasing BAME representation at management levels:**

- Race pay gap reporting and action planning
- Good diversity management

#### **3.11 Increasing female representation at management levels:**

- Gender pay gap reporting and action planning