



**Housing Diversity Network – Midlands Diversity Group**  
**Notes of meeting held: 10 June 2020**  
**Online Meeting**

**Present:**

Imtiaz Vohra (Chair), PA Housing  
 Mushtaq Khan, Housing Diversity Network  
 Bicram Athwal, PA Housing  
 Leonie Orr, Pioneer Group  
 Laura Jones, NCHA  
 Robert Sowdon, EMH Sharpes  
 Nicola Parlby, PA Housing  
 Ravinder Kaur, Citizen Housing  
 Valda Oliver-Thompson, PA Housing  
 Polly Cox, EMH Group  
 Chantelle Miller, Tumtum  
 Carla Olfen, Housing Diversity Network  
 Yvonne Davies, Housing Diversity Network

	<b>Item</b>	<b>Action</b>
<b>1.</b>	<b>Welcome and Introductions</b>	
	Imtiaz Vohra (Chair) welcomed everyone to the meeting and introductions were made.	
<b>2.</b>	<b>Previous Minutes of the meeting dated 4 December 2019</b>	
	These were confirmed as a true record.	
<b>3.</b>	<b>Matters arising from the Minutes</b>	
	There was still some ongoing work on workforce statistics, which needed to be shared across the region.	
<b>4.</b>	<b>Current Issues – Covid-19 and Black Lives Matter</b>	
	The meeting discussed current issues of concern in the housing sector. The first of these was the Covid-19 pandemic, and how organisations had responded.	
	There was a lot of work ongoing on keeping services running and protecting the most vulnerable people. Almost all housing organisations were ringing round and ensuring that tenants' welfare was safeguarded.	

	<p>There had been some uptake on the need for language services.</p> <p>HDN was providing some resources to members in the form of webinars.</p> <p>The BME Communities, Health and Housing Webinar had been well-received and the online training on Equality Impact Assessments is to commence shortly.</p> <p>Further seminars to look at Covid-19 and Discrimination Law, and workplace and coming of the pandemic were planned.</p> <p>The BLM protests in America, and now in Britain were discussed, and the response of the housing sector. Some associations had put messages out in support of the movement.</p> <p>HDN's position was elaborated, and had been put out on the website.</p> <p>Ravinder Kaur talked about the need to welcome a range of leadership styles to the organisation, not just outwardly assertive and aggressive ones. She was currently working on this.</p>	<p>MK to send link</p>
<p><b>5.</b></p>	<p><b>Staff Mentoring Programme</b></p>	
	<p>Mushtaq Khan and Carla Olfen talked through HDN's flagship mentoring programme. Applications were now open for the 2020-21 intake, across the region, with a closing date of 31 July.</p> <p>The programme had been very successful in recent years and HDN were recruiting both mentors and mentees.</p> <p>Mentoring for up to 5 members of staff is included within the HDN Membership package. All members were encouraged to consider filling these places. The programme is open to all staff across the board.</p> <p>A webinar to discuss the programme in more detail will be on Wednesday 17<sup>th</sup> July.</p> <p>A new HDN Associate Georgia Parker will be running the programme in the Midlands and a local lead was obviously a good development.</p>	
<p><b>5.</b></p>	<p><b>Board Diversity Programme</b></p>	
	<p>Yonne Davies discussed HDN's Board Diversity Programme.</p> <p>A very successful pilot had been held in the North West and HDN were now looking to roll this out to a national cohort starting in September.</p> <p>The programme was a strategic attempt to tackle the lack of diversity and was not a quick fix.</p>	

	<p>A number of organisations had expressed an interest in taking part in another programme and HDN were now following this up.</p> <p>HDN to produce some video clips of participants in both the staff mentoring and Board Diversity programmes.</p>	CO
<b>6.</b>	<b>National Housing Federation EDI Group Feedback</b>	
	<p>Ravinder Kaur provided feedback on the NHF's EDI Group.</p> <p>This included sharing the workplan, and the statement that the Group had put out on BLM.</p>	RK to share
<b>7.</b>	<b>HDN events and updates</b>	
	<p>Mushtaq Khan advised of the following HDN events/updates:</p> <ul style="list-style-type: none"> <li>• All HDN Activity was currently online. This included all diversity groups, training and events</li> <li>• Depending on feedback it was likely that the Regional Diversity Groups, which meet four times a year, would have three online meetings with an anal face-to-face meeting.</li> <li>• A number of webinars were currently out for booking. These are all free for members.</li> </ul>	
<b>8.</b>	<b>Any Other Business</b>	
	<p>The Unify Programme was discussed briefly but no position was taken. HDN to think about this in the meantime.</p> <p>Use of data to be an agenda item next time.</p> <p>Any nominations to Chair the Group to be to HDN.</p>	
<b>9.</b>	<b>Date and Times of Next Meeting:</b>	
	<p>Wednesday 9<sup>th</sup> September 11am  Wednesday 9<sup>th</sup> December 11am</p>	