

## **Notes from Midlands Diversity Group Meeting**

Wednesday 9<sup>th</sup> December 2020 @11am

Venue – Online

Present – Imtiaz Vohra (PA Housing), Moreen Pascal (HDN), Polly Cox (EMH), Ruby Khakh (Midland Heart), Chloe Tilford (Grand Union HG), Nicola Parlby (PA Housing), Rebecca Dennis (Nottingham City Homes), Jo Patel (Wolverhampton Council), Laura Jones (NCHA), Mushtaq Khan (HDN), Bethan Buck (NHF), Bekah Ryder (NHF), Anita Birchall (HDN).

Apologies – apologies were received from a number of members

### 1. Introductions

Imtiaz Vohra welcomed everyone to the meeting, and everyone introduced themselves and their organisations.

### 2. Notes from last meeting

There were no matters arising from the Sept meeting.

### 3. EDI Insight Report

Bethan and Bekah talked through the National Housing Federation Insight Report, which had been produced in conjunction with HDN.

The report was essentially a reflection of the current ‘state of play’ in relation to EDI in the sector.

The meeting discussed a number of issues around this report:

- Data, and the data tool being developed by NHF, which is based on local authority areas and ethnicity information
- The different groups working on this, including the NHF’s own member group
- The need to collaborate rather than work against each other
- The Race at Work charter.

### 4. Impact of Covid-19/BLM Movement

There was a roundtable discussion on events over the last nine months and how they had impacted organisations. Key points raised were:

- The responsiveness of some organisations to the issues highlighted by BLM
- The need for Exec teams to listen to what’s happening on the ground

- Some organisations were now starting to use data better
- Working from home had obviously been the default mode for most
- Local lockdowns in many Midlands areas such as in Leicester had further compounded matters
- EDI training for managers was being considered by many

#### 5. Anti-Racism Training

Anita Birchall and Moreen Pascal from HDN attended to talk through the development of a training course which was being developed on an approach to anti-racism using trauma-informed learning.

A pilot session is being held with a supported housing organisation and the meeting gave their views on course content.

#### 6. BLM Action Learning

Moreen Pascal talked about HDN's Action learning set for BME colleagues. This had proved popular and was about to start. It had been set up in response to demand from members to do something to support their BME colleagues.

Colleagues expressed their interest in the Action Learning Set, and were invited to contact Moreen for further details.

#### 7. NHF Equality Group

Bethan talked about the NHF's Equality Group, its Action Plan and how people could apply to be on the Group.

#### 8. Equality Impact Assessments

Imtiaz asked about EIAs and what different organisations were doing in this area. He had arranged for some training for his team to refresh their approach.

HDN had run two webinars on this subject, and these were available in the members area.

#### 9. HDN Webinar Programme

The HDN New Year Webinar programme was being prepared, suggestions for future sessions included:

- A rerun of the Equality Impact Assessments Workshops held over summer
- Staff Networks
- Collecting and working with diversity data
- Recruitment

- Race Pay Gap
- Active Allyship

10. HDN Messageboard

The HDN messageboard was now up for people to post questions, and colleagues were encouraged to respond.

11. Chairing of Meetings

This is to be kept under review.

12. Date of Next Meeting

Wednesday 10<sup>th</sup> March at 11am