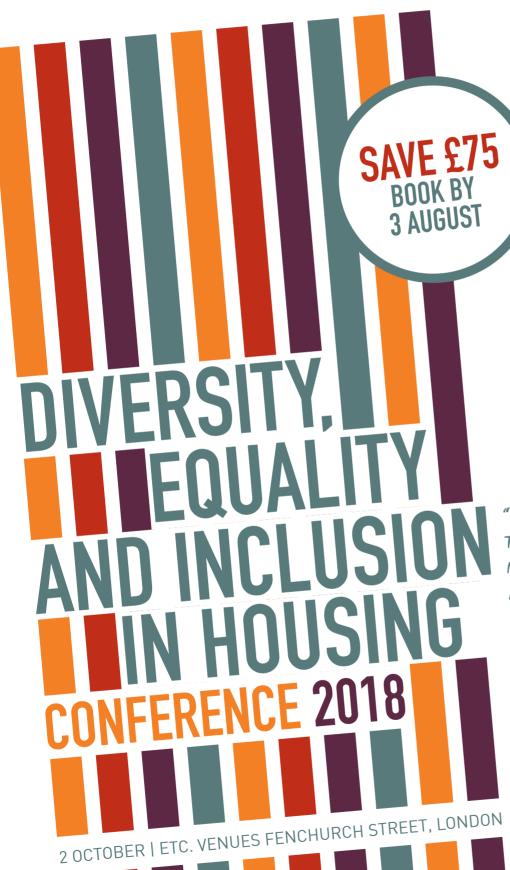




NATIONAL



"OUR JOURNEY BACK TO THE FRONT OF THE PACK MUST BE A JOINT EFFORT -A GENUINE COLLABORATION THAT RECOGNISES THE MORAL AND BUSINESS CASE FOR BRINGING DIVERSITY BACK TO OUR GOVERNANCE, WORK FORCE AND RESIDENTS."

Cym D'Souza, Chair of BMENational, and Raj Patel, Chief Executive of Housing Diversity Network

Book today housing.org.uk/diversity

■ Conatfedevents #NHFDiversity



"THE SECTOR WILL COME TOGETHER TO CHALLENGE ITSELF AND DISCUSS WAYS TO PROMOTE DIVERSITY, EQUALITY AND INCLUSION IN ORGANISATIONS AND IN TURN, IN COMMUNITIES."

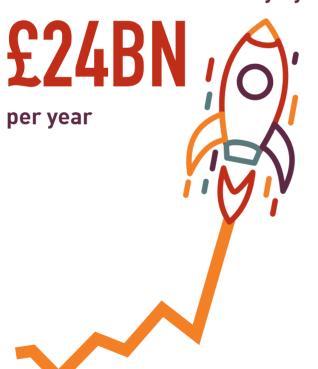
WELCOME

Historically, housing associations have aimed to close the gap on inequalities in society. Yet as businesses themselves, have fallen behind the curve in driving diversity. Determination to change this is growing as the sector and its aligned networks take action to become more diverse.

On 2 October, the sector will come together to challenge itself and discuss ways to promote diversity, equality and inclusion in organisations and in turn, in communities.

Housing could be at the forefront of demonstrating what a diverse and inclusive sector looks like, but to do this we must work together. This is not just a conference but an active step towards holding the sector to account – get equipped with the tools you need to be part of the movement.

Increasing workplace diversity can boost the UK economy by



BME individuals make up

10% of the workforce in the UK



but hold only

6%

of the top management positions

The National Housing Federation is the voice of housing associations in England. Our vision is a country where everyone can live in a good quality home they can afford. Our members provide two and a half million homes for more than five million people. And each year they invest in a diverse range of neighbourhood projects that help create strong, vibrant communities.

WHAT WILL I GET OUT OF IT?

- Learn how to build a network of people in your organisation who are dedicated to the cause and prepared to support it
- Improve employee satisfaction and organisational reputation by showing you care about issues affecting your employees
- Ensure you are directly contributing to having well-rounded teams, which **improve organisational effectiveness and produce better results**
- Understand how to increase your power to change the organisational culture
- Grow your network and join a community of industry leaders who are making a difference

ADVISORY BOARD

The advisory board is a group of leaders who use their expertise and influence to co-create the conference, assisting with the strategic direction of the event. We'd like to thank the advisory board for their collaboration and input this year:



Sean Anstee, Leader of Conservative Group TRAFFORD COUNCIL



Alison Inman, President, CHARTERED INSTITUTE OF HOUSING



Lee Bloomfield, Chief Executive, MANNINGHAM HOUSING



Ben Laryea, Chief Executive, EKAYA HOUSING ASSOCIATION



Ruth Davison, Executive Director of Public Impact, NATIONAL HOUSING FEDERATION



Raj Patel, Chief Executive, HOUSING DIVERSITY NETWORK



Cym D'Souza, Chief Executive, Arawak Walton Housing Association



Kulbir Shergill, Director, BENTON & SHERGILL Head of Diversity and Inclusion, GRANT THORNTON

SPONSORSHIP

If you want to target the social housing sector for business, raise your profile or increase market share, sponsorship offers an unparalleled opportunity to interact with housing associations. To discuss opportunities please contact James Moscicki on 020 7067 1055 or james.moscicki@housing.org.uk.



PROGRAMME

08:30 Registration and refreshments

09:00 Networking bingo

Get to know your peers by playing bingo with a twist! Find delegates who match the descriptions on your card to be in with a chance of winning a prize.

09:45



Chair's welcome and introduction
Babita Sharma,
Journalist, Presenter,

10:00 Opening keynote: reshaping our future - what's next for diversity?

Rt Hon David Lammy MP (invited)

10:30 Combating inequality in housing: challenging the sector on the current lack

of diversity in leadership

• What's the current state of diversity, equality and inclusion in housing?

Where are housing associations still going wrong with diversity and inclusion?
Why you should develop your diversity programme: the benefits and business case for embracing difference

Understand what 'good practice' means for your organisation

BBC World News (invited)

• Who's selling the benefits of diversity in your organisation

Denise Fowler, Chief Executive, Women's Pioneer | Sasha Deepwell, Chief Executive, Irwell Valley | Binna Kandola, Senior Partner, Pearl Kandola

11:15 Refreshments and networking

11:40 The next generation are coming for your jobs: succession planning for a diverse future

- Why are housing associations not more diverse already: techniques for locating and recruiting staff from underrepresented groups
- Identify and track high-potential minority talent for advancement opportunity
- Eliminate unconscious bias during recruitment
- Use apprenticeships to bring underrepresented groups to the sector

Darwin Bernardo, Founder, Nutmeg | Ruth Davidson, Executive Director, Public Impact, National Housing Federation

12:25 Tackling the lack of diversity: lessons for housing associations

- Explore examples of effective diversity practice from outside of the sector
- Examine how the NHS and the public sector are making progress on diversity
- Build a positive and inclusive culture

Yvonne Coghill, Director, Workforce Race Equality Standard Implementation, NHS Employers (invited)

13:10 Networking lunch

MENTOR / MENTEE LUNCH

The mentor / mentee lunch pairs leaders in housing with those wishing to further develop their career.

Let us know whether you'd prefer to be a mentor or mentee. We'll pair you with a suitable partner according to your needs and let you know where you need to be on the day.



14:10 Breaking down barriers - please select one option

Delivering radical change in our sector requires everyone's participation. To break down the barriers that exist we need to identify what those barriers are for each group. In small active discussion groups participants will examine the current challenges and explore solutions. These labs will provide delegates with a safe and creative environment to experiment with approaches to tackle these complex issues head on.

Group A:
Age
Molly Bishop, Charity
Support and Development
Officer, Stockport Homes

Group B:

BME

Cym D'Souza, Chief

Executive, Arawak Walton

Housing Association

Group C:
Disability
Representative from
Enhance the UK

14:55 Breaking down barriers - please select one option

CHANGE LABS

Group D: Group E: LGBT

Tina Drury, Managing Director, Your Homes Newcastle Group F: Religion

Housing's Diversity Manifesto: ensuring we're not having this same discussion in 10 vears' time

A manifesto functions as both a statement of principles and a bold call to action. By causing people to evaluate the gap between those principles and their current reality, the manifesto will challenge assumptions, fosters commitment, and provoke change. If we want to be the change we need to see, we have to commit to what these changes are. In small groups we'll discuss your vision for the housing sector and how this will be met.

In collaboration with the National Housing Federation, Housing Diversity Network and BME National

16:25 Refreshments and networking

16:45 Taking our heads out of the sand: achieving diversity transformation

- Why it's everyone's responsibility to promote diversity and inclusion
- Sector-wide policy and regulation on equality and diversity
- Best practices to effectively engage everyone in implementation of your diversity programme
- Gain the tools to promote diversity and inclusion in your organisation
- Support a diverse workforce: practical considerations

Tina Wathern, Director of National Engagement, Stonewall Housing | Raj Patel, Chief Executive, Housing Diversity Network | Melba Wilson, Chair, Advance

17:15 Closing comments from the Chair

17:20 Networking drinks reception - explore pioneering diversity initiatives

Awareness for the need to proactively improve diversity in our sector can be seen in the growing number of aligned networks and sector-wide pledges. Network with representatives from initiatives and find out how you can get involved.

19:00 Event close

BOOKING FORM

PRIORITY CODE: DEI1018WEB



housing.org.uk/diversity

@ events@housing.org.uk



020 7067 1066

Event Support Team, National Housing Federation, Lion Court, 25 Procter Street, London, WC1V 6NY

Save £75 book by 3 August

Diversity, Equality and Inclusion in Housing Conference 2018

2 October 2018 | etc.venues Fenchurch Street, London

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