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promoting equality in housing hybu cydraddoldeb ym maes tai

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Company limited by guarantee | Cwmni Cyfyngedig drwy Warant 5282554 Registered charity | Elusen gofrestredig 1110078

CHC Code of Governance 2021

Principle

The board has a clear, agreed and effective approach to supporting equality, diversity and inclusion throughout the organisation and in its own practice. This approach supports good governance and the delivery of the organisation's purposes. 6.5 Assessing understanding of systems and culture

- **6.6 Setting context-specific and realistic plans**
- 6.7 Taking action and monitoring performance
- **6.8** Publishing performance information and Learning

Outcomes:

- Principle is embedded
- Barriers removed outcomes equal
- Board is diverse
- Board is aware of what happens in the organisation

INCLUSION

Thoughts, ideas and perspectives of all individuals matter

Over saturation of similarity, homogenous culture, and simplified points of view

EQUITY Constantly and consistently recognising and redistributing access, power & outcomes

BELONGING

An org that engages full potential of the individual, where innovation thrives, and views, beliefs and values are integrated

Culture assimilation results in disengagement and low retention The dominant group of ideology is deferred to for decision making, opportunities and promotions

DIVERSITY Multiple identities represented in an organisation

Diversity



Diversity

- Value of diversity
- Reflecting communities
- Skills vs diversity
- EDI expertise/lived experience as skill
- Networks, relationships and targeted recruitment
- Succession planning









Inclusion culture, leadership



Culture Amplified by the behaviours of leaders Embedded in a Evident in the network of behaviours of organizational individuals and practices Organizational groups Culture Visible in the Shared beliefs, values 'way that work gets and assumptions held done' on a day-to-day by members of an basis organization



Inclusion

- Modelling behaviour and values
- Awareness of culture within the organisation
- Implicit bias
- Is EDI worthy of discussion
- Comfort and perception
- Space for challenge
- Cultural competence
- Accessibility and inclusion in meetings



Soup or Salad?







Equity



What does it mean?





Equity

- How much do we know?
- Baseline & plans
- Legal and regulatory obligations
- How proactive are we? How proactive is our assurance?
- Continuous process

Scrutiny

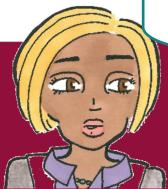
We are considering our decarbonisation strategy. What information do I need? What questions can I ask?



This board report tells me that there is an increase in rent arrears... What information do I need? What questions can I ask?

We are considering a new development strategy. What information do I need? What questions can I ask?



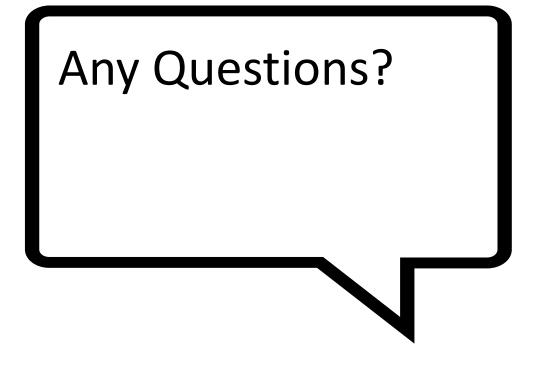


Support

https://www.taipawb.org/board-edi-health-check/

Equality, Diversity & Inclusion for Board Members - Tai Pawb







Member Benefits

Unlimited access to our Helpline - 02920537635

Up to date information on sector news, Tai Pawb training and events and our work

Sign up to our mailing list: https://www.taipawb.org/about/mailing-list/

Unlimited attendance at our Welsh Housing Equality Network

Access to a wide range of member only resources

Detailed good practice briefings on specific topics





The evidence is out there

- The McGregor-Smith Review
- The Parker Review
- Altair Review
- <u>CIH Presidential Commission on EDI</u>
- WG BME Housing Action Plan
- <u>WG First Minister's Advisory Group Report</u> (COVID-19 BAME)
- WG Race Equality Action Plan 2021 (due out)