



promoting equality in housing  
hybu cydraddoldeb ym maes tai

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# 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

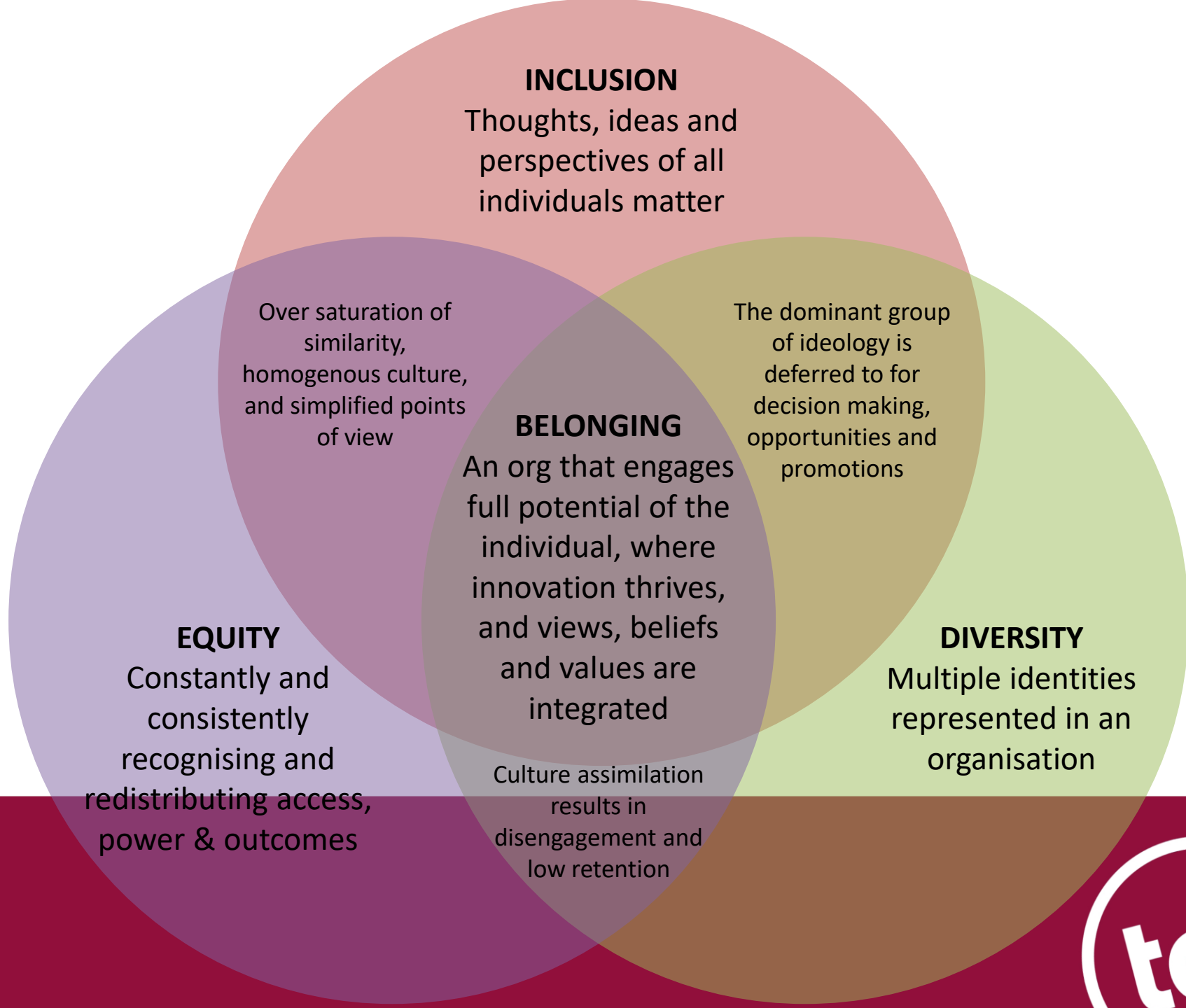
**6.6** Setting context-specific and realistic plans

**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



# 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



# 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

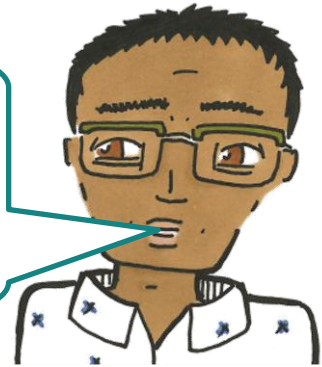
- How much do we know?
- Baseline & plans
- Legal and regulatory obligations
- How proactive are we? How proactive is our assurance?
- Continuous process

# Scrutiny

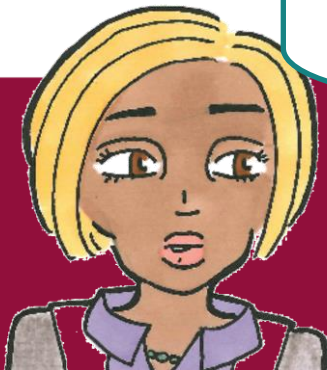
We are considering our decarbonisation strategy. What information do I need? What questions can I ask?



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](#)



Any Questions?

# 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/mailling-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](#)
- [CIH Presidential Commission on EDI](#)
- [WG BME Housing Action Plan](#)
- [WG First Minister's Advisory Group Report \(COVID-19 BAME\)](#)
- **WG Race Equality Action Plan 2021 (due out)**