



**Cartrefi
Cymunedol
Cymru**

**Community
Housing
Cymru**

Race Equality Action Plan

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Race Equality Action Plan

This Race Equality Action Plan identifies our priorities in relation to race and ethnicity and is a part of our overarching Equality, Diversity & Inclusion (EDI) Strategy.

To ensure efficient delivery of this plan in line with the EDI strategy, in the first year we will:

- » develop an implementation and monitoring process.
- » develop an approach to ensure there is a sufficient capacity for implementation.
- » explore strategic partnerships to aid in the delivery of successful outcomes.

In line with our EDI strategy, the following actions will be seen through the lens of intersectionality and give due regard to socio-economic factors in achieving the desired outcomes.



Objective	Actions	Timeframe	Outcome
<u>Advocacy activity</u>			
Ensuring our policy influencing work represents and addresses the needs of the racially diverse communities our housing association members operate in.	Consult with members in each policy area on inequality issues experienced on the ground through service delivery in different communities.	Year 1	We fully understand our members operating environment and the racial inequality issues across different regions in Wales.
	Ensure that our working groups that inform our policy influencing have more diverse voices and have links with and support Black, Asian and Minority Ethnic communities. As part of this, we will assess whether our working groups are fit for purpose in engaging housing association staff in the delivery of services, or whether we need another forum to allow networking to take place at a less senior level.	Years 1-3	Valuable and increased input from those with frontline experience and knowledge of racial inequality in different communities will bring challenge to the sector.
	We will work with strategic partners to: <ul style="list-style-type: none"> » explore the role of CHC in including the voices of people with lived experience in our advocacy work. » support our members to facilitate the participation of people with lived experience in decision making. 	Years 1-3	Takes into account the impact of policy decisions and is led by the needs of the community, not what we consider to be their needs.
	When evaluating the impact of policy decisions, we will work with members to seek the views of marginal groups of people when conducting external consultation responses.	Years 1	We provide well-informed and accurate information of how policy decisions will affect diverse communities.
	As part of Tai Pawb's Deeds not Words pledge, we will seek to mitigate the impacts of Covid-19 on Black, Asian and Minority Ethnic communities. We will do this by working with housing associations to establish an evidence base in relation to overcrowding and housing conditions for some Black, Asian and Minority Ethnic communities. We will use this evidence to support housing associations in Wales to take action, and to influence their operating environment in order to ensure it helps them to achieve this.	Years 1-5	A step closer to achieving our vision where 'Good housing is a basic right for all'.
	Provide support to our members to ensure the information, advice and advocacy needs of ethnic minority people are met in relation to housing and accommodation, particularly for Gypsies and Travellers where this may be a new area of focus for housing associations.	Years 1-5	Standards, provision and services of our members are in line with the Welsh Government's Race Equality Action Plan.



Objective	Actions	Timeframe	Outcome
<p>Effective engagement</p>	<p>Ensuring that our policy influencing work addresses and promotes racial equality will require a proactive communication element to encourage meaningful and non-tokenistic engagement in our working groups. We will pay particular attention to the style of language we use when engaging with communities ourselves and will partner with others who are trusted influencers within the community.</p>	<p>Years 1-3</p>	<p>We earn trust and influence policy outcomes communities are happy with.</p>
	<p>Ensure that those who are sharing lived-experience are involved at all pivotal stages of actions/projects e.g. Regular evaluations of the actions.</p>	<p>Years 1-3</p>	<p>Those who are involved in discussions feel valued, a sense of belonging and are comfortable with expressing their views.</p>



Objective	Actions	Timeframe	Outcome
Communications			
Show our public support for racial equality	Voice support for Black, Asian and Minority Ethnic staff and everyone who we work with externally, and commit to anti-racist practice and awareness of specific challenges facing the sector. We will sign up to Zero Racism Wales zero-tolerance policy and implement the commitments outlined by the policy within the workplace and our day to day lives.	Year 1	We are committed to being an anti-racist organisation.
	Launch a campaign that showcases the diversity, experience and passion of the people who work, volunteer and are housed by the sector linking in with This is Housing.	Year 1	Sector progress is demonstrated. As a social business, we are leaders in showing it's not acceptable for diversity to be a side issue.
Making sure our communications activity is representative of the whole population in Wales	Establish a network of housing champions/influencers with diverse backgrounds to celebrate social housing in Wales	Years 1-3	External comms is more inclusive and diverse.
	Work closer with our partners and members to extend our pool of spokespeople	Year 1	
	Develop a language style guide for the whole organisation	Year 1	All staff using style guide so that all CHC content uses correct and inclusive language.
	Build a library of stock images which is more diverse	Year 1	All social media imagery includes a range of diversity.
	Blogs and case studies from diverse contributors and on subjects that cover diversity in the sector	Year 1	XX% of case studies and blogs are diverse (figure to be proportionate of tenant population).
The ability to respond to external challenge in a constructive and healthy way	Partner with Tai Pawb to coordinate our approach	Year 1	A clearer, less reactive approach.



Objective	Actions	Timeframe	Outcome
<u>Events and conferences</u>			
Diversity of conferences, events and training programmes throughout the year is more representative of the communities we support	Reaching out to potential panellists/organisations to see if they have colleagues from a Black, Asian, and Minority Ethnic background who would be suitable as speakers	Year 1 laying the bedrock for future diversity and building on that over 5 years	High standard of speakers and trainers is maintained while also increasing diversity of our business development portfolio.
	Asking for suggestions from existing partners e.g. Uzo, Tai Pawb		
	Allowing for a diversity budget to cover potential higher cost of more diverse speakers/trainers	Year 1	
	Deliver and grow an events programme across race characteristics, e.g. Black, history month/days; religious festivals	Year 3	Attendees acknowledge the reality of the different racial experiences both past and present and how we can work to improve it. Attendees feel they have gained a deeper understanding on specific issues and feel inspired.
Embed diversity and inclusion across all our member offer	Update language for Alcemi programmes to include a line encouraging candidates from diverse backgrounds	Year 1	We are seen to be leading from the front on diversity and inclusion, and members feel supported with their own work.
	Making sure diversity is part of our Strategic Delivery Groups agenda and making these meetings essential to supporting members with their own diversity and inclusion activity	Year 1	



Objective	Actions	Timeframe	Outcome
<u>HR and recruitment</u>			
Staff and board recruitment	Review and improve end to end processes, experiences and support for applicants and managers. This will include reviewing and improving job descriptions, job packs, additional guidance for managers, an improved range of selection and assessment tools and real time monitoring and reporting of live recruitment campaigns	Year 1	Recording data of the demographic details of people at various stages of the hiring process will make it clear where in the hiring process we lose diverse candidates. A drop in diversity at different stages will enable us to act accordingly in relation to that stage.
	Deeds not Words Pledge: Invest resources in positive action initiatives aimed at improving Black, Asian and Minority Ethnic representation at levels showing gaps. This can include leadership development programmes, mentoring/shadowing opportunities and internal talent pipeline initiatives	Years 1-3	Responds in the most appropriate way to the above outcome.
	Ensure the principles of diversity and inclusion are integral to the recruitment training we provide for managers	Year 1	Hiring managers can build diverse teams who have enhanced abilities to be creative and innovative at work.
	Ensure inclusive behaviours are core to recruitment and selection and continue from the induction process throughout employee lifecycle, with clarity that non-compliance will be acted upon	Year 1	Existing and new employees are aware of the the culture of the organisation and what is expected of them.
	Pilot scheme to diversify our recruitment panels creating a volunteer pool of Black, Asian and Minority Ethnic colleagues	Year 1	Being interviewed by people who come to the table with a different set of experiences and worldviews gives candidates a better experience.
	Deeds not Words pledge: Pilot the Rooney rule, making it compulsory to interview at least one Black, Asian and Minority Ethnic candidate	Year 1	Increased opportunities for ethnic minority groups to obtain positions.
	Set XX% target for the representation of Black, Asian and Minority Ethnic staff and leaders	Year 3	An organisation which reflects more accurately race and ethnicity demographics in Wales.



Objective	Actions	Timeframe	Outcome
Staff and board recruitment	Pilot anonymised shortlisting and remove as many gender and identity markers as possible that act as a barrier to equality	Year 1	Removes conscious or unconscious bias and assess applicants exclusively on their experience.
	Advertise our vacancies in a range of accessible media. This includes acting on Tai Pawb's Deeds not Words pledge to invest in recruitment channels to bring in more Black, Asian and Minority Ethnic applicants	Year 1	More potential candidates are able to discover us when applying for roles, ensuring we have the widest and most diverse range of candidates to choose from.
Training	Deeds not Words pledge: Train all staff and board in Unconscious Bias and raise awareness of white privilege, including introducing management learning, development and support	Year 1	The ability and confidence to make more informed, stronger decisions, combat bias and that we feel comfortable holding ourselves and others to account.
	Introduce regular and relevant diversity and inclusion training for all staff	Year 1	
	Improve process and practice to support line managers and better ensure consistency in outcomes	Year 1	Individual needs are recognised and everyone feels supported and a sense of belonging



Objective	Actions	Timeframe	Outcome
Ways of working/ culture	Ensure where possible that all colleagues, regardless of their working locations, can participate in projects, events and initiatives	Year 1	Individual needs are recognised and everyone feels supported and a sense of belonging.
	Ensure we have a suite of policies to attract and retain a diverse workforce, including flexible working and enhanced maternity, paternity, shared parental, adoption and sick leave and wellbeing policies	Year 1	
	Measure our progress by surveying our staff on their sense of belonging	Year 1	
	Actively support and promote a culture where Black, Asian and Minority Ethnic staff and service users are comfortable to voice concerns related to race and are believed when this happens	Years 1-3	
	Chief Executive, senior management and board to actively support and promote an inclusive culture where people are comfortable talking about race and can bring their whole self to work	Years 1-3	
Reporting	Ask staff to complete diversity data survey, publishing it on our website and reporting to staff and board annually	Year 1	We are a transparent and accountable organisation and take a proactive role in championing and monitoring progress on these pledges.
	Deeds not Words Pledge: Annually report on our ethnicity pay gap internally and externally	Year 3	



For more information or to discuss this report, please contact Bryony Haynes, Policy & External Affairs Officer: bryony-haynes@chcymru.org.uk