



Coaching and Mentoring – at an organisational level

Ceri Meloy



The What

- Quality in Equality and Diversity Award
- Launched in May 2017
- Focused on Housing Associations



The How

- Intensive interaction-
one organisation at a
time
- Not one size fits all
- BUT- consistent enough

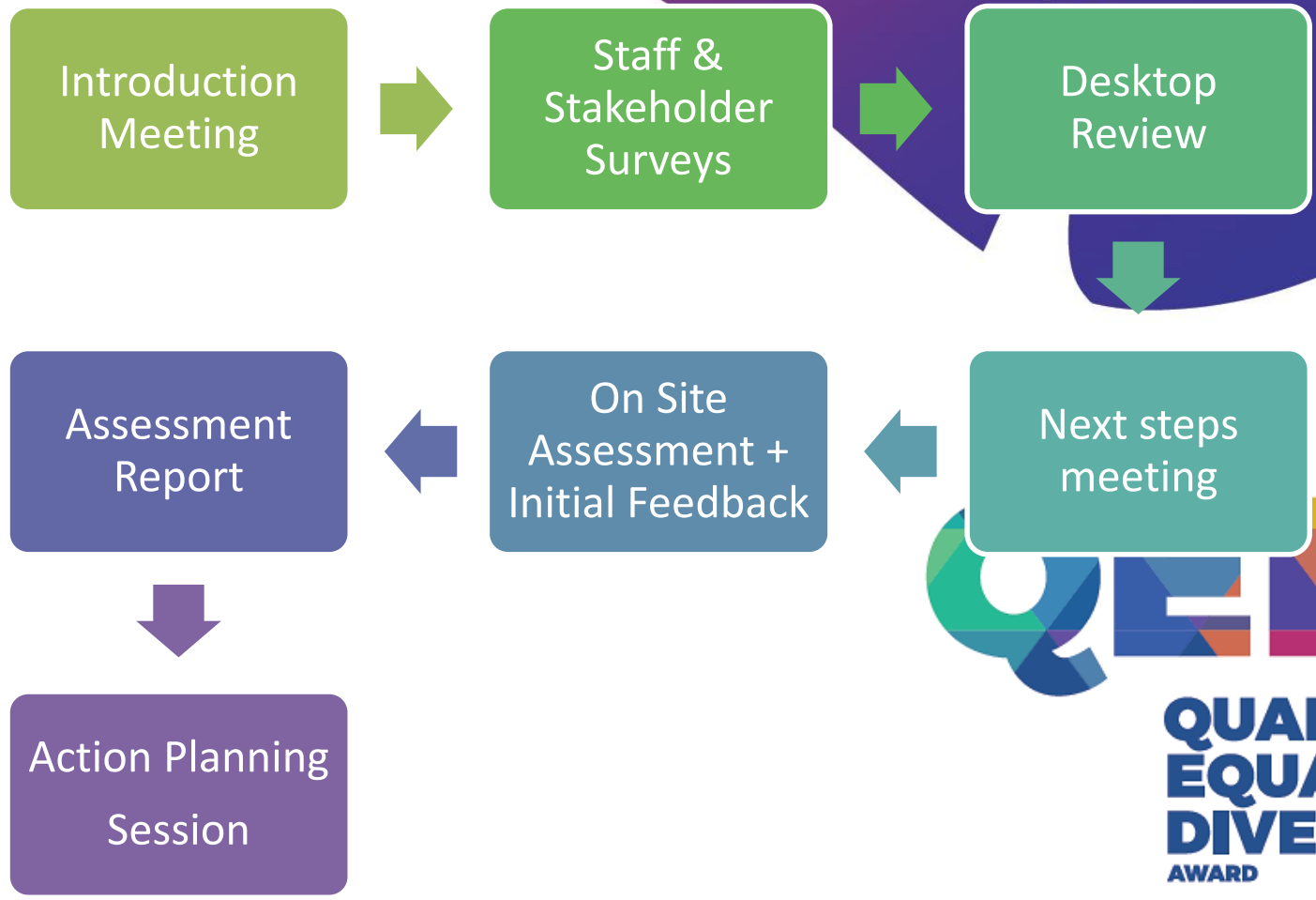


**Culture
Access**

Governance

Services

Involvement



**QUALITY_{IN}
EQUALITY &
DIVERSITY
AWARD**

Emerging Themes - Energy

..” it has got the staff, board and residents talking about Equalities, challenging themselves and creating a positive approach to sometimes difficult conversations.”

Paula Kennedy- Melin Homes



**QUALITY,
EQUALITY &
DIVERSITY**
AWARD



Emerging Themes - knowledge

Many staff don't know why diversity data is collected and what it is used for





Emerging Themes-communication

Can be a gap in understanding between senior management and operational staff



**QUALITY_{IN}
EQUALITY &
DIVERSITY
AWARD**

Over to You !

What questions would you use, to mentor people to become more confident about answering “the data” question ?



Diolch Yn Fawr

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