



G15 Ethnic Diversity Pledge

As Chief Executives of the G15 housing associations, we pledge to work hard to ensure that our organisations – particularly at senior managerial, leadership and board levels – reflect the communities in which we work in terms of ethnic diversity. This will help us to build greater trust with our residents and make better decisions.

We commit to be more ethnically diverse at all levels of our organisations:

- We will invest in our G15 employer brand building on “Positive about ethnic minority talent” and by promoting and welcoming diversity in our organisations.
- We will attract ethnic minority talent, including on our Boards, by adopting targeted recruitment initiatives to attract talented ethnic minority applicants and by removing any unconscious bias from recruitment and selection processes.
- We will publish our diversity data so that we are open and honest on where we need to do more work and to demonstrate how we are tangibly closing the gap.
- We will encourage all our senior leaders to act as allies – seeking to better understand barriers while supporting, amplifying, and advocating with ethnic minority colleagues.

We will collaborate to invest in and support our ethnic minority talent:

- We will continue to invest in the G15 Accelerate programme to support existing staff and expand our pipeline of talented staff ready for management and leadership roles.
- We will jointly work to create opportunities so that our existing talent can grow and develop.
- We will actively support our staff networks.
- We will develop a ‘talent roster’ for ethnic minority colleagues, accompanied by development opportunities and progression plans developed with the individual based on what they need to achieve further success.
- We will seek and share feedback from colleagues about their views and experiences and where we must improve.

We will celebrate ethnic minority colleagues’ achievements:

- We will annually recognise ethnic minority colleagues’ achievements and successes.
- We will showcase talented ethnic minority role models to encourage future influx of talent.
- We will each seek out an ethnic minority ‘reverse mentor’, together with other learning opportunities, to help develop our own understanding of ethnicity and disadvantages that minorities can face, enabling us to lead our organisations more effectively and remove barriers.