

G<sup>15</sup>



# G15 Ethnic Diversity Pledge - 2023 Report




RENEWING OUR COMMITMENTS







## G15 Ethnic Diversity Pledge

-  We **commit** to be more ethnically diverse at all levels of our organisations
-  We will **collaborate** to invest in and support our ethnic minority talent
-  We will **celebrate** ethnic minority colleagues' achievements





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## FOREWORD

# Geeta Nanda OBE, G15 Chair & Chief Executive of MTVH

**Before I conclude my time as Chair, it is a real honour to share the latest update report about the G15 group's progress on delivering our Ethnic Diversity Pledge.**

This report provides a snapshot of where the G15 is on our journey to boosting the representation of ethnic minority people across our organisations. It highlights some of the best practice taking place across the G15 to celebrate and promote ethnic diversity. It also looks at where we can do more, and do better.

**Some of my proudest moments as Chair have been witnessing the progress that has been made towards delivering the G15 Ethnic Diversity Pledge, both as individual organisations and as a collective.** From seeing the first cohort of the G15 Accelerate leadership development programme graduates at a fantastic ceremony, to celebrating the achievements of so many amazing colleagues at the inaugural G15 Ethnicity in Housing awards.

There has also been important work and initiatives driven by members' equality, diversity, and inclusion leads. The drive and commitment of ethnicity colleague network groups to both nurture ethnic minority talent and champion colleagues' voices inspires me. From Black History Month events, reverse mentoring

programmes, and inclusive recruitment practices, making progress on the G15 Ethnic Diversity Pledge has been a collective effort.

I know that our organisations make better decisions when they reflect the communities we serve at every level. Since we signed the pledge three years ago, I am pleased to say that there has been real progress made on our targets to increase diversity, particularly at Board level.

**However, despite these brilliant achievements, there is still a lot more work to be done.**

Every G15 member has a way to go to improve representation at the very top of their organisations. As senior leaders, it is our responsibility to break down recruitment and development barriers to allow ethnic minority talent to reach their full potential.

As the first person from an ethnic minority background to Chair the G15, I am proud to be a part of the progress made. With the brilliant leadership development programmes, like



Accelerate, supporting colleagues from minority backgrounds on their career journeys, I know that I will not be the last.

As place-based organisations, every G15 member plays an important role within the communities we provide homes to. Therefore, it is essential that our organisations reflect the values we wish to see in society. We must strive for equitable opportunities, promote allyship, and most importantly, remain committed to achieving change.

**The progress made so far would not have been possible without the incredible commitments of so many colleagues.** I would like to personally thank everyone who has worked to make the ambition of the G15 Ethnic Diversity Pledge come to life. It is through your efforts and contributions that we will achieve the commitments we made in 2020.

*Gauri Nadha.*

# Three years on: updating the G15 Ethnic Diversity Pledge

**A lot has changed since the G15 CEOs signed the Ethnic Diversity Pledge back in 2020. Collectively, our members have made significant progress towards the pledge's commitments and there has been many moments and milestones to celebrate.**

There has also been plenty of lessons learned and cultural changes that must inform our approach to improving ethnic diversity across the G15.

There has also been changes to the G15. Member organisations have merged, and we have welcomed the Guinness Partnership and Riverside, into the group.

It is not only important to reflect on the progress we have made, but to also consider how we measure that progress. We must continue to question the definitions we use, the parameters we set, and the goals that we want to achieve.

With these attitudes in mind, the G15 CEOs commissioned a review of the G15 Ethnic Diversity Pledge. This work was led by Hyde, who spoke with colleagues, leadership teams, and EDI leads to gather feedback and recommendations about the pledge and members' progress towards it.

Hyde also met with UNIFY, the cross-organisational ethnic minority network group, who supported the development of the initial pledge in 2020. UNIFY shared their thoughts on the areas of the pledge that have brought the most value, and where they felt there is room for improvement.



**These consultations resulted in key observations and recommendations that have been reflected in the updated pledge.**

- It was agreed that the pledge should retain its focus on ethnicity and race. However, colleagues also wanted to consider how the G15 can progress initiatives to tackle other equalities issues.
- References to 'BAME' have been removed from the pledge and other G15 messaging. We have sought input from colleagues about the most suitable term, but will continue to reflect and update our use of language over time.
- We will look at talent development and opportunity afresh, taking a positive approach and not a 'deficit model'.
- A commitment to allyship has been added to make clear the responsibility of senior colleagues and others to be proactive in their support and advocacy for change.
- We will encourage better sharing of best practice between key G15 groups.
- We have made a commitment on monitoring employee sentiment.



# 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



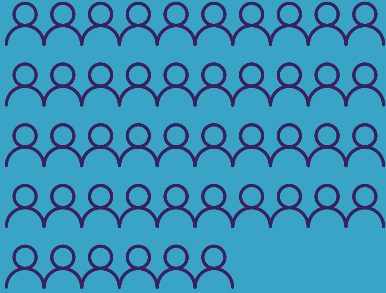
- We will continue invest in the G15 Accelerate programme to support existing staff and expand our pipeline of talented staff ready for management and leadership roles.
- We will jointly work to create opportunities so that our existing talent can grow and develop.
- We will actively support our staff 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.

## MAKING PROGRESS ON OUR PLEDGE



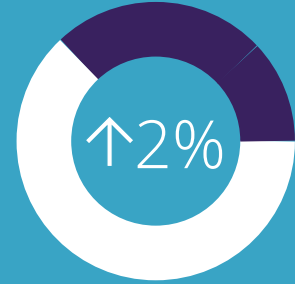
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Colleagues are participating in the second cohort of the Accelerate programme - a high-calibre leadership and development programme for ethnic minority managers



1 in 4

Almost 25% of G15 members' Boards are now from ethnic minorities - we pledge to achieve 30% by 2025



28%

28% of G15 managers are from ethnic minorities, a 2% increase since last year. This closely reflects the diversity levels of the communities that our members serve, where approximately 30% of people are from ethnic minority backgrounds

## PLEDGE 1

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

Progress to achieving the commitment that at least 30% of G15 members' boards will be from ethnic minority communities by 2025 continues. As of December 2022, 23.07% of board members were ethnic minorities. This figure has risen from 13% in 2019, before the pledge was signed.

Whilst progress appears to have slowed compared to last year, 22% in 2022, this is due in part to several mergers that completed this year and changes to G15 membership.

We believe that every G15 member can deliver better services and build greater trust with residents if our organisations reflect the communities we work with at every level.

Using statistical data about the ethnic diversity of the areas where G15 homes are located, we can see how different levels of our organisations reflect the local areas in which our members operate. Overall, our colleagues continue to echo the ethnic diversity of the communities that we serve.

However, there is still more work to do at senior levels of our organisations. At managerial level, this progress is taking place. 28% of managers across the G15 are from ethnic minority backgrounds, a 2% increase in just 12 months. Progress at executive level remains a challenge that we are committed to doing more to address.

### Reflecting the ethnic diversity of our communities

2020/2021    2021/2022    2022/2023

#### Ethnic diversity of communities

32%    32%    31%

#### Ethnic diversity of workforce

34%    36%    35%

#### Ethnic diversity of managers

25%    26%    28%

#### Ethnic diversity of executives

16%    13%    13%

#### Ethnic diversity of Boards

20%    22%    23%

## PLEDGE 2

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

Fundamental to the pledge has been the establishment of the Accelerate programme. Accelerate is a high calibre Chartered Management Institute (CMI) leadership development programme for ethnic minority managers who want to accelerate their career trajectory. The 15-to-18-month programme aims to build a pipeline of talented people ready to progress their careers into leadership roles.

Accelerate is delivered through a mixture of masterclasses with Chief Executives, coaching, and dynamic interactive workshops. Participants learn a broad range of skills and theory, and develop the knowledge needed to advance in their careers. Professional coaches offer the learners intensive support to deliver their portfolio of work and coursework assignments.

This year, the first ever cohort of Accelerate learners completed the programme. We celebrated the incredible achievements of these 37 colleagues at a special graduation ceremony to mark this important milestone in their development journeys.

The event included a presentation from the Accelerate colleagues who shared reflections on the course, their achievements, and offered their advice and encouragement for the second Accelerate cohort who have recently embarked on their learning journey.

Colleagues who completed the course spoke of their increased confidence and leadership abilities. Already putting their learning into practice, many of the initial cohort have achieved promotions.

The second edition of the Accelerate programme began last May and with forty-six colleagues participating. One Academy, who deliver the programme on behalf of the G15, took onboard the learning from the initial course along with the invaluable feedback from colleagues.

Encouraging young ethnic minority talent into the housing and built environment industry is essential to ensure we deliver our diversity targets in the long term. The G15 also provided free travel bursaries for young Londoners to attend Skills London, the UK's largest free careers fair for 14-24 year olds. The funding supported young people from all backgrounds to attend an event to kickstart their career choices and find a future that works for them.



This amazing platform and programme is more than a course, it is a cause. It is one where you not only learn about leadership, management, strategy, risk, and change, but where you very quickly learn that you are in fact the change itself. It challenges, but equally rewards on every level, and not least also introduces you to likeminded folk on the same incredible journey, and also those amazing G15 leaders who are currently at the pinnacle. Embrace it, realise it, become it, would be my message.

**Asif Khan, Head of Asset Management at Notting Hill Genesis and G15 Accelerate Programme 1 Alumnus**



## PLEDGE 3

## We will celebrate ethnic minority colleagues' achievements

The popularity and success of the inaugural G15 Ethnicity in Housing Awards highlights the value of recognising and celebrating the achievements of ethnic minority colleagues.

The award ceremony took place in May 2022 at the Museum of London Docklands and was a positive and important moment for the G15. Colleagues commented that they felt the ceremony was inclusive, and welcomed the recognition of colleagues' achievements. The awards and ceremony were organised in collaboration with UNIFY, who shared their journey as a cross-organisation ethnicity network group at the ceremony.

The variety of award categories, including the Lifetime Achievement award, Supportive Colleague and Future Leader, recognised colleagues' accomplishments' at every part of their career journeys.

The ceremony was followed by a series of interviews and articles to ensure that colleagues' achievements were not only recognised by guests at the award ceremony, but also shared across our website and social media channels.

As with every inaugural event, there were lessons to be learned and these have been taken on board to in the planning of this year's G15 Ethnicity in Housing Awards ceremony taking place in May. Based on colleague feedback, we have expanded the number of awards including an Ethnicity Ally Award.

Over 250 colleagues were nominated for this year's Ethnicity in Housing Awards, demonstrating the incredible amount of talent across the G15.







The work of staff network groups as volunteers can be quite arduous, with highs and lows, and periods where you are soul searching whether this is the right thing to do. The awards were a validation for lots of people and lots of work that has been done over years. Last week was a real moment in time to really appreciate the growth and the progress that has been made, but allowing people the space to recognise work needs to continue. Hopefully it can go beyond the awards and contribute to making work a place people want to be and shaping communities' people want to live in.

**UNIFY co-Chair, Anthony Were, and member of RISE, MTVH's ethnicity colleague network group who won the Racial Equality Action Group Award**





# Our Pledge in Action – Members' Case Studies

# Improving Recruitment Practices

**Many of the G15 have continued to improve their recruitment practices to ensure they attract a diverse pool of talent and ensure applicants from ethnic minority communities feel represented on interview panels.**

With inclusive interview panels now embedded into their recruitment practices, **Hyde** has turned its attention to how it can better attract candidates from a broader talent pool.

Its new Applicant Tracking System allows Hyde to draw connections between the placement of their role advertisements and the candidates that apply for the role. The system also allows the recruitment team to track candidates' journeys through the application process. The data gathered can also highlight any unconscious biases in the recruitment process.



This richer insight will inform and drive actions Hyde can take to attract more ethnic minority talent and ensure that the recruitment process is an inclusive and positive one. It will also give Hyde's recruitment team more assurance that they are looking in the right places for the best candidates.



Our new system will give us intelligent data about who sees and applies for our roles and how far they get in the recruitment process. We'll be able to see patterns and trends, and this will help inform decisions about where we recruit. We'll also be able to scrutinise what happens to candidates from different minority groups when they apply to Hyde. This will help us feel confident we are reaching out to the widest possible talent pool.

**Sarah Smithen, Head of HR Operations, Hyde**



We have done a lot of work to reduce bias in the recruitment process, one the key commitments set out in our ED&I Action Plan. I have had the privilege of being on a number of interview panels since this commitment was put in place, including being on a panel for an Assistant Director. I am proud to have seen my opinions taken on board and be involved in recruiting for such an important role.

**Jerome Rock, Service Improvement Officer, Notting Hill Genesis**

To foster a more inclusive recruitment process from end to end, **L&Q** conducted a series of listening sessions with ethnic minority colleagues. Facilitated by the L&Q's Head of D&I and Recruitment Manager, the sessions gave colleagues a space to share their experiences of applying for roles and the interview process.

Findings from these sessions were shared with L&Q's People Group and Executive Team, with the recommendations currently being implemented. They are now in the process of introducing 'Fair Recruitment and Selection Champions' to increase the ethnic diversity of its recruitment panels. By involving these champions in the recruitment process as early as possible, L&Q hope to promote transparency and fairness in its recruitment process.

**Notting Hill Genesis** are also making the commitment to ensure every interview panel has a diverse representation after some colleagues shared that they can feel uncomfortable when attending interviews and not seeing themselves represented.

To ensure this can be achieved, Notting Hill Genesis are training a pool of managers from diverse backgrounds to be able to participate on interview panels. Implementing diverse recruitment practices and interview panels has also had the added benefit of supporting better cross-department collaboration and communication.

**A2Dominion** has reviewed and refreshed its recruitment practices to make every stage of the recruitment cycle more inclusive. A new in-house training programme to support managers during the interview process has been designed. Originally delivered in person, the training is now part of A2Dominion's e-learning platform, so that managers can access the content whenever they need to. Unconscious bias training is being delivered across the organisation.

A2Dominion has upskilled their ED&I champion and engagement group, EDIN, to participate in interviews, to ensure that panels are always diverse.

A refreshed suite of job advertisements, job descriptions, and interview scripts has also been implemented to ensure they use more inclusive language. Using ethnicity data, A2Dominion identified opportunities to improve diversity in key teams and are taking a



more targeted approach to encourage internal mobility across directorates.

As a result of the initiatives, A2Dominion is starting to see more diversity in its job applications and in candidates getting further in the recruitment process.

As part of its induction programme and as a refresher course for current colleagues, **Network Homes** are providing EDI training that focuses on psychological safety in the workplace. The Embrace Everyone course is part of their wider HEARTS and MINDS programme aimed at increasing inclusion and openness within the workplace. In its annual colleague survey, 90% of colleagues were proud to work for Network Homes and 'Safety to Speak Up' was measured at 75%. ■



# Nurturing Talent

**Following analysis of its Race Pay Gap and the diversity statistics across all levels of the organisation, Notting Hill Genesis could see a prominent gap of men from ethnic minority backgrounds in senior management roles.**

To address this, **Notting Hill Genesis** established a unique development programme specifically aimed at supporting men from ethnic minority backgrounds. The programme aims to establish a pipeline of male colleagues from diverse communities ready to progress into leadership roles.

The programme has been co-designed with the ethnicity staff network group, Cultural Energie, and the 12-month tailored development course includes action learning sets along with personal development initiatives like interviews, presentations, and coaching workshops.

Notting Hill Genesis were inundated with applicants. Following a rigorous selection process, a small group of colleagues were chosen to join the programme. Colleagues who applied but did not make it to the final round received an in-person mentoring session that provided detailed feedback on their application and a personalised development plan.

While still finalising the formal evaluation of the programme, colleagues have shared their support and one learner has been promoted to an Assistant Director role.



The programme gave me an opportunity to showcase my skills beyond those in finance not only to the CEO but also with colleagues from other parts of the organisation and vice versa, this in turn will help raise my profile within the business.

**Lamine Mbow, Head of Integration and JV Accounting, Notting Hill Genesis**

This year, **L&Q** participated in a housing mentoring pilot delivered by Manchester Metropolitan University aimed at establishing development pathways for ethnic minority colleagues into leadership roles.

Housing providers in the North-West came together with researchers to design and roll out a pilot programme that included one to one mentor training over a two-year period. Mentees, from ethnic minority backgrounds were matched with an executive director from a different housing provider to offer a broader range of experiences and expertise.

Following the success of the pilot, L&Q is participating in the next phase of the programme, while also exploring ways to roll out an internal mentoring programme for ethnic minority colleagues.

**Peabody** has been nurturing their ethnic minority talent by supporting colleagues' participation in the Black on Board programme. The programme is a response to the lack of ethnic minority representation on Boards in the UK and provides mentoring and leadership training to support applicants to gain governance roles across a range of sectors.

Over twenty Peabody colleagues participated in Black on Board this year and many reflected that the programme improved their performance at work and boosted their confidence to apply for Board positions. ■



# Driving Change

**Following the recommendation from the UK Commission on Race and Ethnic Disparity to stop using the acronym 'BAME' when referring to colleagues from ethnic minority backgrounds, Clarion began exploring how the term impacted colleagues and customers.**

**Clarion's** ethnicity colleague network group, which was previously called 'BAME', provided a useful starting point for conversation and change. In partnership with the network Chair, Clarion embarked on a consultation to allow colleagues to share their thoughts and suggest alternative names for their colleague network group.

Colleagues expressed that the 'BAME' acronym often disguises the variations in outcomes between different ethnic groups because it is used as a collective measurement. The consultation also identified that some colleagues from ethnic minority groups felt the acronym excluded them.



Recognising and respecting the different backgrounds, beliefs, and values of our Clarion colleagues promotes mutual respect and an environment where everyone feels welcome and valued, where colleagues can be their whole self.

**Kim Cao and Jade Paul, Co-Chairs of REACH (Race, Ethnicity and Cultural Heritage) Network**





Clarion's Marketing Team worked with the network group's co-Chairs to help design a recognisable brand that celebrated members' diverse heritages and highlighted the importance of the network group.

Clarion's REACH (Race, Ethnicity and Cultural Heritage) Network launched with a fresh logo and a dedicated page on its internal communication platform. REACH has also developed a new digital newsletter for its members.

**Southern Housing's** diversity and pay gap reports highlighted the imperative need to focus on increasing diverse representation both at Senior Leadership level, and on its Boards and Committees, to ensure they are reflective of the communities they serve.

To address this, Southern Housing delivered an inclusive leadership and Board learning programme. The sessions included open and frank conversations about what inclusive leadership looks and sounds like, and how this can be embedded into organisational behaviours.

Participants explored the meaning of safe spaces, how to apply an 'inclusion lens' in leadership conversations and how to recognise unconscious bias. By sharing personal experiences and reflections on their own learning gaps, attendees made open commitments to inclusion.



I feel more able to engage in conversations about inclusion and comfortable to admit if I am unsure how to express something 'correctly'. The learning programme has really made me think about unconscious bias.

**Board Member, Southern Housing**

**The Guinness Partnership** delivered Race Fluency training to support all colleagues' awareness of unconscious bias and micro aggressions, along with increasing their confidence to have meaningful conversations around race and ethnicity. The impact of this training has been significant. In the most recent colleague survey, there was a dramatic shift in positive responses to the question 'I am comfortable being myself at work' by Black and Black British colleagues, from 9% to 91%. Guinness are in the process of training twelve colleagues to deliver the programme to all colleagues, including specific content for customer facing roles.

The appointment of a new Chief Executive gave **A2Dominion** a unique reverse mentoring opportunity. Following an application process, two mentors, both members of the ethnicity colleague network group, EDIN, met with Chief Executive, Ian Wardle, to share their experiences and consider new ways to champion diversity.

Following these mentoring sessions, A2 Dominion have identified projects to improve diversity like making the images used communications and branding more representative of the communities they serve.



I got to share my experience (as an economic migrant from Nigeria who has worked at A2Dominion for six years in four different roles) with Ian, and also heard his plans for the organisation. As part of the Equality Diversity and Inclusion Network (EDIN), I aim to help align our wider organisation's beliefs and social purpose with EDIN's goals.

**Bukola Akinyemi, Head of Group Finance, A2 Dominion**

**Southern Housing** have also introduced a reverse mentoring programme to facilitate opportunities for colleagues to share their lived experiences with the executive team and to increase their understanding of diverse perspectives.

Mentees and mentors were carefully matched to align their career goals and knowledge gaps. By sharing personal experiences, breaking down organisational barriers, and creating greater awareness of the challenges facing ethnic minority colleagues, these sessions have enabled senior leaders to be better allies, and will inform decision making at the top.



The mentoring programme has been an enlightening experience that has helped me to gain an understanding of another area of the business. It's also shone a light on my work and personal experiences, allowing me to look at them in a different way. I'm so glad to have taken part and recommend it to anyone around the business.

**Daryl Anderson, Communications Officer,  
Southern Housing**

**Network Homes'** reverse mentoring programme is in its second successful year. Colleagues who complete their internal development programme are matched with an executive or director and feedback from the initiative has been extremely positive.

Network Homes have also increased their resources to ensure diversity and inclusion is a key strategic priority. The new EDI facilitator has been instrumental in bringing together the colleague network groups to produce meaningful events for colleagues and customers like 'bring yourself to work day'.

The expansion of **Peabody's** EDI team, including an Executive Director lead for inclusion, alongside the development of the new Group EDI strategy 2023-2026, highlights the commitment to diversity and inclusion.

The key focus of the strategy is improving the experiences and outcomes of ethnic minority colleagues and central to the approach will be embedding EDI into every part of the organisation. Everyone at Peabody will have a role to play.

Each directorate within Peabody will be responsible for developing and implementing dedicated EDI plans, aligned to the themes within the Group EDI Strategy, and every member of the senior leadership team will have annual EDI objectives.

The EDI Facilitator has also been working with the Wellbeing Team to further strengthen Network Homes' inclusion networks and ensure every colleague can bring their Whole Selves to work.

Following the merger of **Riverside and One Housing**, they have been working to develop an EDI strategy that will apply across the whole Riverside Group. This strategy will provide a framework for diversity initiatives over the coming year and will support the organisation to champion inclusion throughout the merger. The new Riverside Group has also been working to join the ethnicity colleague network groups, to ensure that members are able to make positive connections and support a inclusive culture.



**The Guinness Partnership** also looked at ways it could build on its already extensive D&I strategy this year, turning its attention to the importance of recognising Intersectionality and how it impacts people who may identify with more than one protected characteristic. Guinness held a series of events where external speakers, including a Muslim, LGBT+ educator, and an African, HIV positive, LGBT+ speaker, shared their experiences with colleagues. These events led to positive and insightful conversations across the organisation and resulted in an increase in sexuality declaration rates from ethnic minority colleagues. Guinness has also begun conducting its own intersectional analysis.



I didn't realise how hard it is for some people to be who they are. That was insightful.

**Colleague, The Guinness Partnership**



Having a clear and accurate picture of colleagues' ethnicities is critical to driving change around recruitment practices and development. **MTVH** has been working to improve the integrity of the ethnicity data its collect to ensure it can be used to influence talent pipelines and improve diversity at senior level. Ethnicity declaration is now mandatory during the onboarding process to ensure all new starters' data is accurately captured and declaration figures have increased from 85% to 88% over the last year.

Each quarter, MTVH produces a data pack that gives a detailed picture of diversity levels across each directorate and level of the organisation. This information will help to drive positive action in development and recruitment.

For Black History Month, **Clarion** produced a video celebrating colleagues' from ethnically diverse backgrounds. 'Valuing our Differences' is a window into the lives of just a few Clarion colleagues who share their culture, lived experiences, roles models, and some of the challenges and micro-aggressions they have experienced.

The video champions colleague's voices and celebrates their diverse cultures, while also educating people about unacceptable behaviours and comments.

Following the popularity of the video, Clarion has launched a portal where colleagues can apply for funding and support to organise a colleague event that will raise awareness and educate colleagues on ED&I related issues.

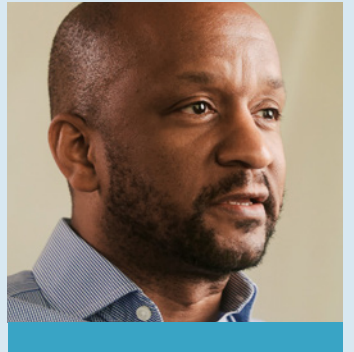


The purpose of the video which elaborates on culture, role models and micro aggressions is to value our differences. By recognising and respecting the different backgrounds, beliefs, and values of employees, this promotes mutual respect and an environment where everyone feels welcome and valued.

**Jade Paul and Kim Cao, Co-Chairs of REACH (Race, Ethnicity and Cultural Heritage) Network**

**MTVH** also used Black History Month as an opportunity to celebrate Black colleagues, past and present. They looked through their archives to chronicle and celebrate MTVH's black history by profiling black colleagues who have made a prominent contribution to the organisation throughout the decades. They concluded the series by highlighting colleagues' contribution to driving inclusion and celebrating diversity at MTVH today.

MTVH's theme for Black History Month this year was 'how we can shape the next generation of future black MTVH leaders, and how they can in turn transform the housing sector.' They delivered a series of activities throughout October in conjunction with Rise, MTVH's ethnicity colleague network group, including a panel discussion with future leaders at MTVH. ■



# UNIFY SUPPORTING THE PLEDGE

UNIFY Network continues to work hard to advocate for equality of opportunities. We pledge to campaign for anti-racism and stand up for social justice through amplifying the voices of housing colleagues and communities.

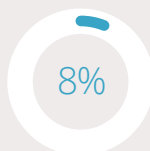
## Results of 2020 UNIFY member survey

Support networks



Not a member of any ethnicity support networks other than UNIFY

Uptake



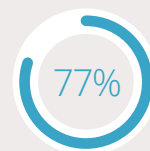
Did not have any staff networks set up

Investment



Did not allocate their ethnicity colleague network a budget

Reward



Did not reward their ethnicity network committee members

Allocated time



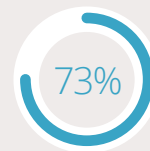
Did not provide staff network committee members allocated time out of their 'main job' to carry out these roles

Ethnicity data



Did collect and review data on the ethnicity of staff members

Data management



Had undertaken a Race Pay Gap review, with only 25% publishing the data



We are committed to working in collaboration and holding **our G15 member organisations accountable**. UNIFY Network was founded by staff networks, for staff networks and we will continue to empower **our staff networks**, as we support their unwavering dedication to positive change.

We strive to expand our team of volunteers, progressing each of our four pillar (Career, Culture,

Mentoring and Networking) activities to achieve an increase in our official membership from G15 organisations - a major milestone!

Our aims and objectives drive our annual programme of activities which reinforce and positively **review the implementation of the G15 pledge**, to create equal opportunities for everyone and promote inclusivity in the workplace.



## UNIFY Network will support the G15 Ethnic Diversity Pledge by:



- Acting as a facilitator for our members
- Partner with other organisations to extend/strengthen our reach in Housing
- Be a leader in the services we provide
- Respond to the unmet needs of our members
- Create innovative solutions to members' issues
- Create a positive impact on current and future generations

With our flagship Leadership NOW! Programme, the launch of our new Staff Network Forum, DDBN Mentoring opportunities and an exciting annual Events Calendar on release, we hope we can do more alongside our members to create opportunities at every level.

We support the of The National Housing Federation Code of Governance 2020, Better Social Housing Review & EDI Data Tool and encourage The G15 to invest heavily in the visibility of more meaningful data that will help inform the pledge's success.

To support this we will follow up our 2020 Member Survey to give staff a voice as we continue to monitor the pledge's outcomes on the sector's diverse experiences. The power of data is crucial and displayed in our findings for more organisational commitment and investment into making inclusive culture sustainable.

Unsurprisingly **staff networks sit at the centre of all progress.** We need every organisation to invest in creating, growing and empowering staff networks by allocating time and support for staff to engage and shape their network. We welcome our new official members and look forward to working in partnership. We also understand legitimising and elevating the role of staff networks is next.

The drafting of the pledge, the creation of G15 Accelerate and Ethnicity Awards were borne out of staff networks. As our communities experience challenging times ahead we see the role of staff networks as crucial in **removing the barriers for both staff and residents** to drive high levels of customer satisfaction.

We would like to acknowledge Geeta Nanda (Chair of the G15), Vipul Thacker (Group Director at NHG) and Jamie Ratcliffe (Executive Director at Network Homes) for their continued commitment to champion diversity and representation. We stand by Geeta's statement and are proud to see the progress that some G15 organisations have made so far, but we have a lot further to go!

**Finally we salute our partners and all the key organisations that continue to strive for positive change namely;** The CIH, Future of London, Gatenby & Sanderson, HouseProud, The Housing Diversity Network, The London Diversity Group, The National Housing Federation, Olmec and Women in Social Housing.



## ABOUT THE G15

**The G15 is made up of London's leading housing associations. The G15's members provide more than 770,000 homes across the country, including around one in ten homes for Londoners.**

Delivering good quality safe homes for our residents is our number one priority. Every year our members invest almost £900m in improvement works and repairs to people's homes, ensuring people can live well.

We are also committed to tackling the housing crisis. Together, we are the largest providers of new affordable homes in London and a significant proportion of all affordable homes across England. It's what we were set up to do and what we're committed to achieving.

We are independent, charitable organisations and all the money we make is reinvested in building more affordable homes and delivering services for our residents.

**Find out more and see our latest updates on our website: [www.g15.london](http://www.g15.london)**

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