

Championing equality, diversity, and inclusion event

1 July 2021

09.30	Platform opens for networking
10.00	Chair's welcome Sahil Khan, director of community investment, Catalyst Housing
10.10	Gavin Smart, chief executive, Chartered Institute of Housing
10.15	Keynote speaker Karl George, managing director, Governance Forum Limited Karl has developed the Race Equality Code 2020 that he is working on with housing associations and other organisations to adopt. This Code, and its Accountability Framework, is designed to provide organisations across all sectors and sizes, with the opportunity to address a very specific challenge, race equality. Karl will also share his first-hand experience of the challenges and intimate stories with both himself and his family around race equality.
10:25	Putting people at the heart of what we do In this session, Positive About Inclusion and Curo will share the learning from their recent collaboration on embedding a people focused approach to assessing services provided. Lucy Malarkey, director and co-founder, Positive About Inclusion Jane Jones, director of people, Curo
10.35	Striving to support women in the workplace and community Gemma Oxenham, Head of IT PMO, One Housing and co chair of OH WISH Network – Championing Gender Equality Chair- Alison Leech, head of policy & performance, Incommunities Group Gemma is currently the only senior female manager in IT in her organisation and as a woman in IT from an early age, she has experienced gender bias. Gemma will talk about the challenges she faced in this male dominated role. As co-chair of One Housing women in social housing network, Gemma has a bold roadmap with her co chair to make positive change for women, women of BAME and women of LGBTQ+. This includes events and training, safe spaces, mentoring schemes and working with One Housings customers and residents to support them especially in the aftermath of covid, where many women are being impacted by restructures, redundancies and school closures putting parents at potential disadvantages in the workplace.
10.55	Overcoming gender discrimination in a gender dominated sector Taranjit Sandhar, construction project manager, Network Homes Chair- Cordelia Johnney, EDI Lead, Stonewater

	<p>Taranjit will focus on her experience in her current role, and how she feels she has developed to be more comfortable in challenging both direct and indirect discrimination. Taranjit will also touch on how events over the past few years, along with social media, have enabled her to challenge the status quo with a desire to make real change in the industry.</p>
11.15	Short comfort break
11.25	<p>A young boy's wish: why we need to teach our children that being different is OK</p> <p>Steve Hayes, head of communications, Citizen Chair- Miles Lanham, assistant director housing management, Octavia</p> <p>In just a few decades, the landscape for LGBTQ+ people in the UK has shifted from being openly hostile to tolerant and progressive. Yet behind this shift sits hundreds of thousands of personal experiences which show how far we still have to go.</p> <p>In this session, Steve will talk about his own experience of growing up as a young gay man and what he thinks the experience of people who grow up believing being different is wrong tells us about how we should approach equality, diversity and inclusion.</p>
11.45	<p>The benefits of staff networks in empowering and engaging diverse ethnic groups</p> <p>Olushola Alao, property team manager, The Hyde Group Chair- Karen Faulkner, director, Positive About Inclusion</p> <p>Olushola is currently Chair of Hyde's ethnic minority staff network, which was born from the coaching and inspiration from their women's staff network, Aspire.</p> <p>Olushola will talk about her personal experiences that led her to find her voice, and how herself and Hyde Housing have been enriched with greater emotional intelligence, interpersonal skills and cultural competence as a result of the staff network.</p>
12.05	Short comfort break
12.15	<p>Raising awareness for disability in the workplace- believe you can achieve</p> <p>Gemma Waddington, resident services administrator, Hyde Housing Chair- Harrinder Rai, regional manager, Pinnacle Group</p> <p>Gemma will share her story and create awareness about neurodiversity. Gemma's aim is to inspire others and help make changes within the sector.</p> <p>Gemma has dyslexia and dyspraxia which affects her everyday life. She will take you through her journey which has led her to creating the diversity and inclusion group at Hyde Housing.</p>

12.35	<p>“Council Estate Diamonds don’t settle” - chase for the role that makes a difference</p> <p>Zein will share how he took an interest in social housing at a young age after moving to the UK. You will hear how living in social housing gave him an understanding of the pressures in the housing sector and the knock-on effect with challenges he faced in his own experiences of living and now working in the housing sector.</p> <p>Zein Owfar, homeless prevention officer, Hertsmere Borough Council Chair- Gordon Perry, CIH governing board member and CIH Fellow member</p>
12.55	Chairs closing remarks
13.00 – 13.30	Platform remains open for networking