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**DIVERSITY,  
EQUALITY  
AND INCLUSION  
IN HOUSING  
CONFERENCE 2018**

2 OCTOBER | ETC. VENUES FENCHURCH STREET, LONDON

*"OUR JOURNEY BACK TO THE FRONT OF THE PACK MUST BE A JOINT EFFORT - A GENUINE COLLABORATION THAT RECOGNISES THE MORAL AND BUSINESS CASE FOR BRINGING DIVERSITY BACK TO OUR GOVERNANCE, WORK FORCE AND RESIDENTS."*

*Cym D'Souza, Chair of BMENational,  
and Raj Patel, Chief Executive of Housing  
Diversity Network*

Book today  
[housing.org.uk/diversity](http://housing.org.uk/diversity)

 @natfedevents #NHFDiversity

## WELCOME

**Historically, housing associations have aimed to close the gap on inequalities in society. Yet as businesses themselves, have fallen behind the curve in driving diversity. Determination to change this is growing as the sector and its aligned networks take action to become more diverse.**

On 2 October, the sector will come together to challenge itself and discuss ways to promote diversity, equality and inclusion in organisations and in turn, in communities.

Housing could be at the forefront of demonstrating what a diverse and inclusive sector looks like, but to do this we must work together. This is not just a conference but an active step towards holding the sector to account – get equipped with the tools you need to be part of the movement.

**Increasing workplace diversity  
can boost the UK economy by**

**£24BN**

**per year**



**BME individuals make up**

**10%**

**of the workforce  
in the UK**



**but hold only**

**6%**

**of the top  
management positions**



The National Housing Federation is the voice of housing associations in England. Our vision is a country where everyone can live in a good quality home they can afford. Our members provide two and a half million homes for more than five million people. And each year they invest in a diverse range of neighbourhood projects that help create strong, vibrant communities.

# WHAT WILL I GET OUT OF IT?

- **Learn how to build a network of people in your organisation** who are dedicated to the cause and prepared to support it
- **Improve employee satisfaction and organisational reputation** by showing you care about issues affecting your employees
- Ensure you are directly contributing to having well-rounded teams, which **improve organisational effectiveness and produce better results**
- Understand how to **increase your power to change the organisational culture**
- **Grow your network** and join a community of industry leaders who are making a difference

## ADVISORY BOARD

The advisory board is a group of leaders who use their expertise and influence to co-create the conference, assisting with the strategic direction of the event. We'd like to thank the advisory board for their collaboration and input this year:



**Sean Anstee, Leader of Conservative Group**  
TRAFFORD COUNCIL



**Alison Inman, President,**  
CHARTERED INSTITUTE OF HOUSING



**Lee Bloomfield, Chief Executive,**  
MANNINGHAM HOUSING



**Ben Laryea, Chief Executive,**  
EKAYA HOUSING ASSOCIATION



**Ruth Davison, Executive Director of Public Impact,**  
NATIONAL HOUSING FEDERATION



**Raj Patel, Chief Executive,**  
HOUSING DIVERSITY NETWORK



**Cym D'Souza, Chief Executive,**  
ARAWAK WALTON HOUSING ASSOCIATION



**Kulbir Shergill, Director, BENTON & SHERGILL**  
Head of Diversity and Inclusion, GRANT THORNTON

### SPONSORSHIP

If you target the social housing sector for business, want to raise your profile or increase market share, sponsorship offers an unparalleled opportunity. To discuss opportunities please contact James Moscicki on 020 7067 1055 or [james.moscicki@housing.org.uk](mailto:james.moscicki@housing.org.uk).

Call **020 7067 1066** | Email [events@housing.org.uk](mailto:events@housing.org.uk) | Book today at [housing.org.uk/diversity](https://housing.org.uk/diversity)

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# PROGRAMME

**08:30 Registration and refreshments**

**09:00 Networking bingo**

Get to know your peers by playing bingo with a twist! Find delegates who match the descriptions on your card to be in with a chance of winning a prize.

**09:50**



**Chair's welcome and introduction**

**Marverine Cole,**  
**Journalist, Broadcaster and Academic**

**10:10 Combating inequality in housing: challenging the sector on the current lack of diversity in leadership**

PANEL DEBATE

- What's the current state of diversity, equality and inclusion in housing?
- Where are housing associations still going wrong with diversity and inclusion?
- Why you should develop your diversity programme: the benefits and business case for embracing difference
- Understand what 'good practice' means for your organisation
- Who's selling the benefits of diversity in your organisation

**Denise Fowler, Chief Executive, Women's Pioneer | Sasha Deepwell, Chief Executive, Irwell Valley | Binna Kandola, Senior Partner, Pearn Kandola**

**11:10 Refreshments and networking**

**11:30 The next generation are coming for your jobs: succession planning for a diverse future**

PANEL DEBATE

- Why are housing associations not more diverse already: techniques for locating and recruiting staff from underrepresented groups
- Identify and track high-potential minority talent for advancement opportunity
- Eliminate unconscious bias during recruitment
- Use apprenticeships to bring underrepresented groups to the sector

**Darwin Bernardo, Founder, Nutmeg**  
**Olivia Harris, Head of Marketing and Communications, Jobsgopublic**

**12:25 Tackling the lack of diversity out of the sector: lessons for housing associations**

- Exploring how the public and private sector are making progress on diversity
- Building a positive and inclusive culture
- Inspiring examples of effective diversity practice from out of the sector

**Franstine Jones, Former President, National Black Police Association**  
**Annie Maciver, DHead of Policy, Race Disparity Unit, Cabinet Office**

**13:10 Networking lunch**

## **MENTOR / MENTEE LUNCH**

The mentor / mentee lunch pairs leaders in housing with those wishing to further develop their career.

**Let us know whether you'd prefer to be a mentor or mentee. Based on attendee responses, we will place participants into the most suitable groupings to meet their individual needs. Attendees will be contacted by us prior to the conference to let them know which luncheon tables to attend.**



**14:10 Breaking down barriers**

Delivering radical change in our sector requires everyone’s participation. To break down the barriers that exist we need to identify what those barriers are for each group. In small active discussion groups participants will examine the current challenges and explore solutions. These labs will provide delegates with a safe and creative environment to experiment with approaches to tackle these complex issues head on.

**Please select one option**

CHANGE LABS	<b>Group A:</b> <b>Age</b> Molly Bishop, Charity Support and Development Officer, Stockport Homes	<b>Group B:</b> <b>BME</b> Cym D’Souza, Chief Executive, Arawak Walton Housing Association	<b>Group C:</b> <b>Disability</b> Jennie Williams, Founding Managing Director, Nima Misra, Project Manager, Enhance the UK
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**14:55 Breaking down barriers - please select one option**

CHANGE LABS	<b>Group D:</b> <b>Gender</b> Sophie Atkinson, Director of Governance and Compliance, Catalyst Housing	<b>Group E:</b> <b>LGBT</b> Tina Drury, Managing Drury, Your Homes Newcastle	<b>Group F:</b> <b>Religion</b> Marverine Cole, Journalist, Broadcaster and Academic
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**15:40 Refreshments and networking**

**16:05 Housing’s Diversity Manifesto: ensuring we’re not having this same discussion in 10 years’ time**

A manifesto functions as both a statement of principles and a bold call to action. By causing people to evaluate the gap between those principles and their current reality, the manifesto will challenge assumptions, fosters commitment, and provoke change. If we want to be the change we need to see, we have to commit to what these changes are. In small groups we’ll discuss your vision for the housing sector and how this will be met.

In conjunction with the National Housing Federation, Housing Diversity Network and BME National

**16:45 Taking our heads out of the sand: achieving diversity transformation**

PANEL DEBATE	<ul style="list-style-type: none"> <li>• Why it’s everyone’s responsibility to promote diversity and inclusion</li> <li>• Sector-wide policy and regulation on equality and diversity</li> <li>• Best practices to effectively engage everyone in implementation of your diversity programme</li> <li>• Gain the tools to promote diversity and inclusion in your organisation</li> <li>• Support a diverse workforce: practical considerations</li> </ul>
	Tina Wathern, Director of National Engagement, Stonewall Housing   Raj Patel, Chief Executive, Housing Diversity Network   Melba Wilson, Chair, Advance

**17:15 Closing comments from the Chair**

**17:20 Networking drinks reception - explore pioneering diversity initiatives**

Awareness for the need to proactively improve diversity in our sector can be seen in the growing number of aligned networks and sector-wide pledges. Network with representatives from initiatives and find out how you can get involved.

**19:00 Event close**

 [housing.org.uk/diversity](http://housing.org.uk/diversity)

 [events@housing.org.uk](mailto:events@housing.org.uk)

 020 7067 1066

 Event Support Team, National Housing Federation, Lion Court, 25 Procter Street, London, WC1V 6NY

**Save £75  
book by  
3 August**

## Diversity, Equality and Inclusion in Housing Conference 2018

2 October 2018 | etc.venues Fenchurch Street, London

### 1st Delegate

Delegate name	Job title
Mobile no.	Organisation
Address	
	Tel
Delegate email (MUST BE SUPPLIED)	
Contact email (if different)	Contact name (if different)
Dietary/other requirements (e.g. wheelchair access)	Twitter handle @

### 2nd Delegate

Delegate name	Job title
Mobile no.	Email
Dietary/other requirements (e.g. wheelchair access)	Twitter handle @

### 3rd Delegate

Delegate name	Job title
Mobile no.	Email
Dietary/other requirements (e.g. wheelchair access)	Twitter handle @

	Session choices					
	14:10-14:55			14:55-15:40		
<b>Delegate 1</b>	Group A	Group B	Group C	Group D	Group E	Group F
<b>Delegate 2</b>	Group A	Group B	Group C	Group D	Group E	Group F
<b>Delegate 3</b>	Group A	Group B	Group C	Group D	Group E	Group F

### Where did you hear about the conference?

- Letter/leaflet from the Federation
  24housing
  Email
  Search engine
  Employer/colleague
  Twitter
  Phone call from the Federation
  Federation external affairs manager
  Other (please specify)

## Delegate fees

The conference fee includes attendance at all sessions, refreshments and lunch on the day. Accommodation is NOT included and should be booked separately.

Member		
Member	Early bird	<b>£355</b>
	Standard	<b>£430</b>
Not for profit/ Public sector	Early bird	<b>£405</b>
	Standard	<b>£480</b>
Private sector	Early bird	<b>£505</b>
	Standard	<b>£580</b>

## Payment

Total payment £ \_\_\_\_\_

**I understand that payment must be made at the time of booking.**

- I enclose a cheque payable to the National Housing Federation
- I have paid by BACS and attach the remittance advice (Please quote **DEI1018** on all BACS transmissions)  
 National Housing Federation bank account details are: Lloyds Plc, Kings Cross Branch, 344 Grays Inn Road, London, WC1X 8BX  
 Federation Sort Code: 30-94-73 Account No. 00113238
- If you would like to pay by debit/credit card please tick the box and we will contact you to take payment (We do not accept Diners Card or AMEX)

**NO VAT PAYABLE**

**ALL CANCELLATIONS MUST BE MADE IN WRITING.** Cancellations will be charged a £100 administration fee. The full fee is payable for any cancellations received after 31 August 2018.

### GDPR PRIVACY NOTICE

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Please tick the box if you do not wish to receive information about existing and future products and services provided by the National Housing Federation.

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