



G15 Chief executive pledge on BAME diversity

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 visibly diverse at all levels of our organisations

- We will invest in our G15 employer brand building on “Positive about BAME talent” and by promoting and welcoming diversity in our organisations.
- We will attract BAME talent, including on our Boards, by adopting targeted recruitment initiatives to attract talented BAME 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 **collaborate** to invest and support our BAME talent

- We will launch the G15 Management and Leadership Academy that will invest and support existing staff so that we have a pipeline of talent 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 BAME colleagues, accompanied by a plan for progression, developed with the individual based on what they need to achieve further success.

We will **celebrate** our achievements

- We will annually recognise BAME achievements and successes.
- We will promote talented BAME role models to encourage future influx of talent.
- We will each seek out a BAME ‘reverse mentor’ 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.