**Draft KHG Equality Diversity and Inclusion Group 15 May 2023, Microsoft Teams Call**

DRAFT

**Present**: Brian Horton, SELEP and Interim Chair of KHG; Tracey Kerly, Ashford BC; Norman Alcide, Social Interest Group; Ellen Schwartz, Kent Public Health; Noreen Blackstone, Southern Housing; Philippa Curtis, Dartford BC; Anna Williams, Moat Homes; Mushtaq Khan, Housing Diversity Network; Sonia Bramley, Clarion Housing Group; Clare Maynard, KCC; Eleanor Dacey, Moat Homes; Nicola Bowen, Choice Support; Katherine Bishop, Medway Council; Hannah Gaston, Maidstone BC; Jody Bulman, Gravesham BC; Louise J. Taylor, Dover DC; Emma Neal, Golding Homes; Carol Cook, KCC; Ashley Jackson, Thanet DC; Mark Breathwick, Medway Council; Louise Humphrey, MHS; Helen Miller, KHG; Sharon Irvine, KHG.

**Apologies:** Mike Bailey, Folkestone and Hythe DC; Claire Jones, Interventions Alliance; Alison Simmons, Sevenoaks BC and chair of HHSC sub group; Bob Porter, Thanet DC; John Littlemore, Maidstone BC and vice chair of KHG Exec Board; Kerry Newbury, Southern Housing; Mike Barrett, Porchlight; Rachel Valerio, Riverside; Sharon Williams, Ashford BC; Simon Mitchell, KCC; Tracy Allison, WKHA; Tina Dust and Sara Cunningham, Sanctuary Housing

| **Item** | **Notes/Outcome** | **Who** | **Action/Decision** |
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| Welcome and brief introductions | BH, as inaugural chair until selection of chair and vice chair, welcomed attendees to introduce themselves. He stated that this group will give voice to communities and strengthen focus on this issue in a safe space.  | KHG Chair; all |  |
| Presentation on [Housing Diversity Network’s KHG Equality Diversity and Inclusion Baseline Report 2022](https://www.kenthousinggroup.org.uk/protocols/equality-diversity-and-inclusion-baseline-report-2022/) and its recommendations | MK described the work of the HDN- a not for profit social enterprise: health checks, accreditation, board training, networking events and webinars. The baseline study conducted from 12/21 to 02/22, identified activity across the region eg EDI for approaches in organisations, communities represented/ reflected in organisations and on boards, data collection and usage. Across Kent inequalities appear in social class/socio economic status. The report recommendations for KHG are on: Data; Diversity and Representation; Local Collaboration; Frameworks and Member OrganisationsKHG has corporate HDN membership which benefits individual members and the regional group. HDN acts as a critical friend for KHG’s journey. Attendees asked questions/ commented: HM – how do we phrase social class?MK – It is up to us to decide how this is defined and monitored. BH – broader focus welcomed, but in light of significantly excluded communities (e.g. coastal communities) good to focus on specific issues. | Mushtaq Khan, Chief Executive, Housing Diversity Network (HDN) | Please see MK’s presentation attached.  |
| Organisations to update on EDI actions/plans/hot topics and share good practice and ideas for joint working | Attendees shared their experiences:* Development and implementation of EDI strategies and policies;
* Pledge sign-up - e.g. race Equality matters, Halo, Houseproud;
* Memberships - e.g. Disability Confident, Stonewall, hidden disabilities sunflower scheme;
* Accreditations – Housing Diversity Network, Race equality code,
* Staff training and engagement – embedding EDI rather than an add on e.g. induction courses. Workshops and deep dives into the issues with staff. Protected characteristics used as a basis for developing support groups for staff. Despite fantastic diversity training, resistance/fear remains in some groups.
* Data – collection needs to be improved, needs to be meaningful.
* Boards – Need to be more representative of communities. Boards found in some cases to lack trust / understanding of EDI. Training needed to increase the pool of potential board members. KHG could set up a cohort of members for Board Training.
* Work on Gypsy and Traveller communities is lacking.

BH reiterated that the group is a safe space for the learning, listening, and sharing good practice as mentioned by attendees.  | All | Think about what we can share via the KHG newsletter, trade press, social media etc where we’ve challenged, changed, made progress. Turn rhetoric into reality.HM – Invite Natalie Liddiard, KCC Gypsy and Traveller lead.  |
| Discuss group Terms of ReferenceSelect/invite Chair and Vice Chair for group | MK suggested meeting quarterly with one in-person meeting a year.CM suggested invite people to attend as and when. Also supply chain providers. | All | AW to send ToR for London East and South East Diversity Group to HMSI to draft ToRTK agreed to host in-person meeting in Ashford.Arrange discussion with co-chairs of KHG engagement subgroup on tenant lived experience.Members interested in role of Chair/Vice Chair are invited to email HM/BH  |
| Suggestions for next meeting agenda. Next meeting suggested dates: 17th July pm or 20th July am | TK agreed to host  | All | Next meeting date in July 2023 to be confirmed – SI to arrangeMK to send July availability to SI  |

Names key: AW -Anna Williams; BH-Brian Horton; CM- Clare Maynard; HM - Helen Miller; MK - Mushtaq Khan; SI-Sharon Irvine; TK -Tracey Kerly