



Diversity Conference Programme 2019

9.00 – Registration and Refreshments

9.45 – 24housing welcome

10.00 – Keynote – Jan Gale, Head of Diversity and Inclusion, L&Q

Hear from Jan on why her organisation has adopted the Rooney Rule and what it means for the organisation, including how it sets them up for better diversity practices in the future. She will also be sharing what she hopes can be achieved in the sector in the future and how other housing associations can deliver this change.

10.45 – Women in Housing – Why is it still not equal and what can we do about it?

Chair: Alison Inman, CIH President

Speakers:

- * Angela Lockwood, Chief Executive, North Star Housing Group
- * Kate Henderson, Chief Executive, National Housing Federation
- * Samantha Herelle, Director of Operations, Mount Green Housing Association
- * Rina Goldenberg Lynch, Founder & CEO, Voice at the table

A discussion to explore some of the challenges the sector still faces in achieving gender equality and what more housing providers can do to solve it. The session will build on the themes of last year, looking at developing role models, taking opportunities and encouraging confidence.

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11.45 – Refreshments and networking

12.00 – BME Empowerment – Overcoming barriers

Chair: Kate Dodsworth, CEO, Gateway HA

Speakers:

- * Alison Muir, Director of Resident Services, Peabody
- * Ronnie Tong, Head of Employment, Devonshires
- * Ben Farquharson, Greenacre Recruitment
- * Richard Mandunya, Tenant, Soha Housing

The panel will explore the barriers to empowering more BME staff and tenants into the sector and into leadership positions. The discussions will touch upon training, recruitment and culture change to see how housing can deliver step change in this field.

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13.00 – LUNCH

14.00 – Delegate Takeover – Open forum discussing your success and struggles within diversity

14.45 – Refreshments and networking

15.00 – Inclusive Workplaces – Implementing internal diversity processes

Chair: Raj Patel, Chief Executive, Housing Diversity Network

Speakers:

- * Katie Howells, Strategic Project Officer, Methyr Valleys Homes and 24housing's 2018 Young Leader winner
- * Matt Champion, Chief Executive, Shepherds Bush Housing Association
- * Joanne Eckersley, Lean Advisor, Wolverhampton Homes and winner of Straight Ally award in 2018 Diversity in Housing awards
- * Melanie Holloway, Equality & Diversity leader, Metropolitan

This session will look at some best practice in the sector in terms of recruitment and training, as well as success stories in implementing cultures that make everyone feel comfortable. The session will also explore what more can be done to ensure housing's workplaces are as inclusive as possible.

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16.00 – Round up

16.45 – Close

19.00 – 24housing Diversity Awards