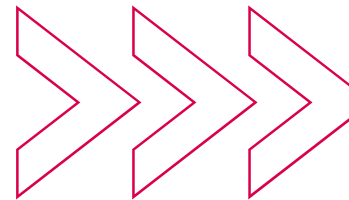


Our Deeds not Words

Pledges



We Pledge	We Will	Target Dates
To improve the ethnic diversity of board and staff at all levels	<ul style="list-style-type: none"> • Adopt the Rooney Rule. • Invest in recruitment channels to bring in more Black, Asian and Ethnic Minority applicants. • Train all staff and board in Unconscious Bias and raise awareness of white privilege. • Invest resources in positive action initiatives aimed at improving BAME representation at levels showing gaps. 	March 23- March 24
To communicate and engage	<ul style="list-style-type: none"> • Publicise our support for racial equality. • Disaggregate ethnicity data in our tenant/service user satisfaction surveys and other tenant/service user surveys. • Build links with and support BAME community groups in the area and beyond. • Continue to support and work with external organisations to bolster refugee housing initiatives. 	September 23- March 24
To develop an inclusive culture	<ul style="list-style-type: none"> • Chief Executive, Leaders and Board members will take a proactive role in championing and monitoring progress on these pledges. • Chief Executive, Leaders and Board members will actively support and promote an inclusive culture where people are comfortable talking about race and can bring their whole self to work. • Actively support and promote a culture where Black, Asian and Ethnic Minority staff and tenants/service users are comfortable to voice concerns related to race and are believed when this happens. • Explore reverse mentoring schemes to share experiences and improve opportunities. 	March 23- March 24