

# Equality, Diversity and Inclusion Strategy 2022

The aim of this strategy is to action our commitments to prevent discrimination, eliminate prejudice, promote inclusion and value diversity as an employer, a landlord, a service provider and an influencer.

**In the first year of the strategy, we will:**

## Governance

*Embed EDI focus from the top*

- Induction and annual refresher training on EDI for Board and SMT
- EDI strategy progress reported at each meeting of Board
- Board Champion to ensure EDI considerations reflected in all Board decision making

## Employer

*Remove barriers to employment*

- Remove personally identifying markers in early stages of recruitment
- Advertise to reach underrepresented groups
- Develop our approach to flexibility in work to support diversity in our team
- Open up routes to development & progression
- Provide training to develop all our employees to be courageous EDI champions and allies

## Landlord

*Remove barriers to our service*

- Actively promote equality and inclusion
- Support residents experiencing racism/prejudice
- Make it easy for people to communicate with us regardless of language or different ability
- Ensure residents know we are open to working in different ways to support diverse needs
- Develop our adaptation offer for homes

## Service Provider

*Support clients to meet obligations*

- Ensure our clients understand their legal and regulatory obligations in respect of EDI
- Help our clients develop plans to meet those obligations
- Share our training and learning about EDI
- Help clients to encourage and support residents experiencing discrimination

## Influencer

*Publicly promote EDI*

- Make public our commitment to equality, diversity and inclusion
- Publish our plans and be accountable for progress in delivering them
- Offer public support for organisations and campaigns that align with our intentions
- Share our resources and learning with others

