

Representation

Goal: To significantly increase representation of ethnic minority people in senior leadership and at all levels to create a workforce within the homes sector to reflect the diversity of the population in which they operate.

» **Action:**

- Ensure organisations' boards, advisory groups, senior leadership and workforce reflect the diversity of their local populations or service users. To do so, organisations will:
 - Review their recruitment procedures to ensure they are open and transparent.
 - Demonstrate that steps have been taken to encourage applications from Black, Asian and Minority Ethnic Communities.
 - Ensure representation to administrative advisory groups, including but not limited to the Ending Homelessness National Advisory Board, reflect the diversity of service users.
 - Prepare and publish and report on plans that set out how diversity and anti-racism is being advanced in their organisation.

» **Action:**

- Housing organisations to work with partner organisations to provide anti-racism and zero tolerance training for Boards and all staff groups on understanding and challenging racism on an ongoing basis.

» **Action:**

- Monitor the implementation of revised regulatory standards placed on Registered Social landlords to tackle racism and discrimination.