

Here are some prompts for thinking about equality and diversity at board level within your organisation. This list of pointers was developed and shared by Cynon Taf Community Housing Group.

What do we know about...?

- the profile of our tenants?
- profile of our involved tenants?
- the profile of our communities?
- the profile of our employees?

How do we use what we know?

- What do we understand about inequalities in the communities we work in?
- Are we focused on narrowing gaps in equality? Where? How?
- How are we using what we know to inform our plans and priorities?
- Are our priorities picked up in the budget?
- How do we know we are making a difference?

How do we use what we know to show leadership (positive action)?

- Do we make connections to help us address specific inequality issues that we've prioritised?
- Do we help others to address specific inequality or diversity issues that we've prioritised?
- Does our PR and comms assist us as an advocate? Are we active or passive in our profile and actions?
- How well are employees and tenants involved in our Equality and Diversity agenda?

What does our policy say?

- How well are the principles in our Equality and Diversity strategy reflected in our reports, discussions, decisions and thinking?
- How well are we using Equality Impact Assessments to make use of what we know? What changes are we making as a result?
- How are we using tenant and community profile information to
 - Design new (or redesign existing) services?
 - Make sure services are accessible
 - Make sure take up of services is equitable?

- Check satisfaction results for disparities? Action taken as a result?
Checking impact of any changes?
- How are we using employee profile information to
 - Identify and tackle under-representation?
 - Identify and tackle any differences in perceptions?
 - Ensure our working environment and practises are inclusive and fair (including pay)?
- How representative is the profile of our involved tenants? What steps are we taking to widen representation?

Procurement

- How are we using procurement to narrow equality gaps?
- What use are we making of companies whose employees are otherwise far from the labour market? How are we capturing their impact?
- What contract terms are we applying to promote equality and diversity? And how are we making sure that those terms are delivered? How is that monitored?

Contractors

- How are we making sure that our values are understood and reflected by our contractors and partners?

Complaints

- How are we making sure that specific groups aren't over-represented in complaints about the quality or accessibility of our services?

New build and regeneration

- How are we using our knowledge to inform design of new build or refurbishment projects?