

Deeds Not Words – Draft Terms of Reference

Item	Description
Purpose	<p>We are a group of passionate minority ethnic housing professionals with a variety of experience in several housing related roles. Our vision is to provide support and challenge to the sector in order to overcome racial inequality in housing.</p> <p>We are an independent group with various roles within and outside of the Welsh social housing sector.</p>
Aims and Objectives	<p><u>Aim 1: Leadership and Influence</u></p> <ul style="list-style-type: none"> • Panel to recognise, support and promote minority ethnic leaders across different levels and take learning from their work and promote this within the sector. • Work with Tai Pawb to influence key stakeholders such as Welsh Government and others. • Ensure that leaders across our sector are enhancing the vision for an anti-racist Wales. <p>Desired Objective:</p> <p>To ensure anti-racism and addressing racial inequality in housing remains high on the agenda for the sector and its key stakeholders.</p>
	<p><u>Aim 2: Paving the way for others</u></p> <ul style="list-style-type: none"> • Strengthen links with minority and marginalised groups so that that our work is consistently influenced by people with lived experience. • Promote social housing, policy and practice as key career choices for minority ethnic people. • Provide access to DNW Panel membership for all minority ethnic professionals working in and around the sector. • Provide insight and support to initiatives aiming to diversify the sector. • Provide mentoring and Peer Support opportunities for ethnic minority staff within the sector <p>Desired Objective:</p> <p>To lead by example and promote the benefits of having a diverse workforce across the sector.</p>

	<p><u>Aim 3: Providing Scrutiny, Challenge and Motivation/Support</u></p> <ul style="list-style-type: none"> • The panel will seek to be a critical friend by providing insight into actions taken by organisations to overcome racial inequality. We will also take this approach with wider sector initiatives. • Organisations will be invited to approach Tai Pawb for Panel Insight however these will be limited to factor in other commitments that panel members may have. <p>Desired Objective:</p> <p>To encourage the expertise and insight of panel members as an independent group of professionals working as scrutineers.</p>
Membership	<p>Panel membership will be open to all minority ethnic professionals working in and around the social housing sector in Wales. This includes but is not limited to, third sector organisations, special interest groups, wider stakeholders with specific skills such as procurement etc.,</p> <p>To support the vision of the panel, membership will be limited to XX with a view to develop a wider DNW network as the work of the panel develops.</p> <p>It is an occupational requirement that membership is open to ethnic minority people only, as permitted under Schedule 9, Part 1, of the Equality Act 2010.</p>
Code of Conduct	<p><u>Expected Behaviours</u></p> <ul style="list-style-type: none"> • Members will always treat one another with respect and dignity. • Members will work towards fostering a healthy culture of support and challenge within meetings. • In recognition of the vast skills and experience members bring, members will be expected to contribute fairly but this contribution is not prescriptive. • Where needed, members will maintain confidentiality especially to support wider colleagues in feeling safe. • The group will be committed to overcoming racial inequality in housing as a priority, whilst recognising that this also encompasses intersectionality of all minority ethnic people of all backgrounds.

Structure of the Group	<p>The DNW Panel will be led by a Chair and Vice Chair who will be voted in on an annual basis. It is expected that the Chair and Vice Chair will be working closely with Tai Pawb to facilitate DNW Panel activities.</p> <p>The role of Tai Pawb will be to support the DNW Panel carry out the intended vision through a variety of functions including communications, networking and so on.</p>
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