# CCHA Equality Action Group – Our Pledges

1. Adopt positive action in recruitment
2. Get better data on how many ethnically diverse candidates are applying, getting interviews, being appointed and being retained at CCHA
3. Train all our staff to understand the benefits of a diverse workforce and celebrate multi culturalism
4. Train all our staff in unconscious bias particularly in recruitment
5. Take CCHA to the communities from which we want to attract people. Undertake profile raising roadshows in communities and in schools
6. Review our recruitment processes so lived experience, values and attitude are just as sought after as technical skills and qualifications
7. Review our assessment processes so interviews and assessments are proportionate, relevant and seek to get the best from the candidate and that people are clear they can be themselves at interview e.g. dress code.
8. Review our induction programme to ensure new staff are aware of our commitment to racial equity, our appreciation of different religions and our commitment to support this.
9. Use ethnically diverse interview panels
10. Invest in ‘interview ready’ training for community members
11. Recognise other religious festivals, not just Christmas and increase all staff’s annual leave by an extra day to ensure this is accommodated. Managers to think carefully about work planning over this period of time to ensure that the CCHA is flexible and respectful of these days
12. Use ethnically diverse images in all recruitment and onboarding material
13. Undertake an ethnicity pay gap analysis
14. Undertake a language and cultural audit to understand where our gaps are
15. Provide staff with the opportunity to learn new skills
16. Invest in specialized support and counselling for colleagues that may be traumatized by racism or racial micro aggressions
17. Seek funding for ‘a pathway to housing career’ for ethnically diverse people
18. Ensure our Jets and Reach programmes support community members from ethnically diverse backgrounds
19. Support ethnically diverse staff to participate in the Pathway to Board Membership Programme funded by four housing associations in Cardiff
20. Publicise the organisation’s commitment to anti racism
21. Invest in reverse mentoring schemes
22. Publicise our actions/ achievements in this area