

April 2022



Equality, Diversity & Inclusion Policy (EDI) 2022

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As the only cross-sector, industry-wide organisation that represents the entire housing supply chain, diversity is at the heart of everything the Housing Forum does. All members of the housing forum have a commitment to partnership working – recognising that they are stronger by difference, diversity and varied perspectives.

We want to embed this in everything that we do.

Diversity will not only make us - and our members - more successful, it will also improve the engagement by all members with the communities in which they work – driving up quality and enabling places to thrive.

We recognise that we have work to do to live up to these aspirations and that our board and events are not as diverse as they could be. We know that change will not happen overnight, and it will take some time to get to where we would like to be.

We are making the following six commitments to start this journey; they will be kept under review:

1. We will aim for our Board, counting elected members and co-optees, to reflect national splits in relation to gender, ethnicity, sexuality and disability by 2025 and to be at least halfway there by 2023. This means:
 - At least 33% of our board being female by 2023 and 50% by 2025.
 - At least 6% of our board coming from diverse ethnicities by 2023 and 17% by 2025.
 - At least 6% of our board coming from the LGBTQ+ community by 2023 and 12% by 2025;
 - At least 6% of our board having a disability or impairment by 2023 and 17% by 2025.
2. We will commit to the aim of having diverse speakers on every panel in all our events and ask members to put forward diverse ranges of speakers. If we are not able to achieve this, we will transparently explain why.
3. We will commit to collect diversity information from our board, Futures Network and speakers, and to publish this on at least an annual basis.
4. We will commit to hold an event to showcase good practice in community engagement, involving the whole of the housing supply chain, including through improved diversity in 2022.

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5. We will commit to ongoing cohorts of The Housing Forum Futures Network as our commitment to support leaders of the future to maximise their impact – as quickly as possible on the housing and construction industry.
6. We will showcase and pilot good practice activity in terms of monitoring, impact assessment and inclusive activity in relation to socio-economic diversity, within The Housing Forum and between members.

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