

# Diversity & inclusion 2021-22

What we've achieved so far

Refreshed **D&I e-learning** launched

**Reverse Mentoring** programme

Launch of the **Difference Wall** sharing colleague stories

Member of the **Stonewall Diversity Champions** programme

Launch of **LGBTQ+ network**

Bjorn Howard, Group CEO is a member of **National Housing Federation's EDI CEO network**

NATIONAL HOUSING FEDERATION

**Inclusion Passport** launch

Programme of **Inclusive Leadership** sessions

Dedicated **D&I Lead** role created

**Focused webinars** and **sessions** to inspire and learn from including LGBTQ+ history, neurodiversity and being disability confident.

Menopause friendly **employer accreditation**

Creation of an **Inclusion Steering Group**

Achieved **Disability Confident Level 3 Leader** status



Relaunch and extension of our colleague networks – addition of **Carers, Race** and **Heritage, Gender**

Transitioning in the **Workplace guidance** created

Refresh of our **Equality Impact Assessment** form and creation of accompanying e-learning and resources

Launch of a **Board Diversity** programme

**Careers** page refresh

Part of the **NHF EDI** network

**14%** improvement of our **TIDE D&I benchmarking** via **ENI** (Employers Network for Equality and Inclusion)

Partnership with **Lexxic** to work towards being a '**neurodiverse-smart**' organisation

Creation of a **Power BI** data dashboard – comparing colleague and customer data

A S T E R  
GROUP

