



Terms of reference for inquiry into the implementation of the anti-racist Wales action plan.

CIH Cymru inquiry response

This is a response to the equality and social justice committee request for views on the proposed terms of reference for their inquiry into the anti-racist Wales action plan.

Introduction

The Chartered Institute of Housing (CIH) is a membership body for housing professionals in the UK. CIH are partners in the following goals contained within the anti-racist Wales action plan:

- To significantly increase representation of ethnic minority people in senior leadership roles and at all levels to create a workforce within the housing sector to reflect the diversity of the population in which they operate.
- To ensure ethnic minority people across Wales have a voice and influence in ensuring the Welsh Government policies around the provision of homes reflects the diversity of ethnic minority people's needs and priorities.

As the professional body for housing professionals CIH has a set of professional standards¹ that it expects members to adhere to. These standards are:

- **Integrity** - A housing professional has a clear understanding of their values and acts in accordance with them - they will do the right thing, for the right reasons, based on the best evidence and without partiality.
- **Inclusive** - A housing professional acts transparently and fairly; builds good relationships; and works collaboratively with partners, customers and communities to achieve better outcomes.
- **Ethical** - A housing professional acts fairly and makes choices and decisions by applying principles and values consistently. They understand the impact that poor decisions can have both on people's lives and the reputation of their organisation and they challenge unethical practice in a fair and considered way.

¹ CIH professional standards. <https://www.cih.org/media/1dnnuxob/0472-prof-standards-framework-v2.pdf>



- **Knowledgeable** - A housing professional has relevant and up-to-date practical and specialist knowledge as required by their job role, understands the bigger picture and has a passion for continuous learning.
- **Skilled** - A housing professional equips themselves with the relevant skills to deliver effective services to tenants, customers, colleagues, and partners.
- **Advocate** - A housing professional acts as an ambassador for the wider housing sector and an advocate for the housing profession.
- **Leadership** - Housing professionals at all levels should demonstrate leadership, be forward thinking and create opportunities. They find solutions to improve outcomes for their organisation, tenants and communities and demonstrate their ability to adapt to the latest ideas, situations, and change.

Alongside these professional standards sits our EDI framework² which was launched in November 2022. For housing organisations, the framework sets out a range of outcomes to help guide the organisation in assessing where they are currently and where they need to be in regard to EDI practice. The framework expects housing organisations business planning and organisational culture to be driven by equality and diversity. This approach is central to our professional standards work and is at the heart of our current president, Lara Oyedele's campaign "In My Shoes" that seeks to raise awareness of the importance of racial diversity within the housing sector.

Our ongoing work.

In addition to our professional standards and EDI framework we as an organisation are undertaking work to ensure that we as an organisation reflect the asks we are making of the sector around racial diversity within organisations and on governing bodies.

EDI census

To understand the impact of ongoing and future EDI work it is important that we understand what our membership looks like. To do this CIH has undertaken an EDI census of our membership. The CIH policy team will analyse the data and develop a report that can be shared at the 2023 annual general meeting in October. Over

² EDI framework. <https://www.cih.org/media/xz2azymb/edi-frameworkfinal.pdf>



the next few months, when we begin to spot trends and key statistics, we'll develop some visuals to showcase this information with our membership and the wider sector. It's hoped that by showing this data, we then can continue to gather more information from our membership.

EDI Members Group

This group was set up in 2020. It is made up of CIH members with an interest in EDI. The members group provides feedback on EDI work undertaken throughout CIH and is consulted with on big projects and new pieces of work to ensure that we are fully considering any impacts on EDI.

There is also an internal EDI working group that reviews and monitors EDI impact on key policies and procedures within CIH.

Race Equality Code

In April this year CIH was awarded the Race Equality Code for a two-year period. The RACE Code stands for Reporting, Action, Composition and Education and is based on current laws, reports, charters and pledges. To be awarded the mark, an in-depth assessment was required, looking at how inclusive CIH is currently, as well as the work being undertaken to further improve and support its diverse workforce. We have set out a workplan that was shared with the awarding organisation and as part of our work we are attending quarterly discussion forums with other organisation that have been awarded the code to support peer to peer learning on race equality.

EDI events

CIH has a commitment to ensure diversity for all protected characteristics on the panels at all CIH events, including online events. To ensure that all our events are inclusive and accessible for delegates the Events team and EDI group are working jointly to develop an EDI events toolkit. We have had initial discussions with members group to consider their priorities as part of making events accessible (for example- hearing loops in all breakouts, subtitles on webinars, quiet spaces in

conferences). A draft toolkit will be shared with the members group for discussion in the autumn.



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Colleague Training

All new colleagues complete online training on EDI considerations when they join CIH. We plan to offer organisational wide EDI training every two years so the next round of training will be next year. If any colleagues have queries, they can reach out to HR for support. We are actively reviewing the EDI responses to the colleague survey and will use this to inform future training decisions.

Staff Recruitment and Retention

We are in the process of implementing Hireful. This is a recruitment platform we will use to make the recruitment and on-boarding of new colleagues as smooth as possible. One of the features of Hireful is the ability to anonymise CVs as part of the recruitment process which we will be trialling. It also is able to provide statistics on EDI considerations in terms of applicants, interviewees, and those that are successfully offered a role.

Conclusion

As we work with Welsh Government to progress the work of the anti-racist Wales action plan we will continue to work with our members and raise awareness of the professional standards and EDI frameworks that are at the core of everything we do as housing professionals. This will ensure fair and equitable housing outcomes for everyone living in Wales.

About CIH

The Chartered Institute of Housing (CIH) is the independent voice for housing and the home of professional standards. Our goal is simple - to provide housing professionals and their organisations with the advice, support, and knowledge they need to be brilliant. CIH is a registered charity and not-for-profit organisation. This means that the money we make is put back into the organisation and funds the activities we carry out to support the housing sector. We have a diverse

membership of people who work in both the public and private sectors, in 20 countries on five continents across the world. Further information is available at: www.cih.org.



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