

| Theme | Example actions from November discussion |
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| 1 - Understanding the changing needs of ethnic minority people. | <p>Identify the leader(s) in a BME community and actively engage with them.</p> <p>Data/research – activity to understand the diversity, needs and potential barriers within your area, such as focus groups with tenants.</p> <p>Reflect evidence in allocations policy.</p> |
| 2 - Improving information and communication. | <p>Build links with community to support capacity building and promote information about housing services.</p> <p>Explore options to make housing services more flexible – one-to-one, translators.</p> <p>Hard copy, accessible information for those who do not have access to online.</p> <p>Outreach work to help get the information to those who need it.</p> |
| 3 - Increasing the number of ethnic minority people employed in the housing sector. | <p>Review recruitment practices - consider quotas (for example reflecting local diversity) and/or giving qualified candidates from a minority ethnic background an automatic interview (in line with the practice for disabled candidates).</p> <p>Raise awareness of opportunities through diversity networks/community outreach.</p> <p>Explore options for housing internships/apprentice programmes etc specifically to increase diversity.</p> <p>Volunteer opportunities would also help build relationships.</p> <p>Employment portals to help raise awareness of opportunities and identify appropriate candidates.</p> |

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| | Exploring the routes into employment in the housing sector for people from minority ethnic backgrounds, and whether there was scope to widen access to employment opportunities e.g. through college entry or internship opportunities. |
| 4 - Equality training for decision makers and housing providers. | <p>Training for all members on equality duties.</p> <p>Training/workshops on how to translate duties into the housing environment.</p> <p>Good practice identification and sharing.</p> |
| 5 - Sheltered or care housing developments for ethnic minority older people which meets their needs. | Ensuring that housing's role as a contributor to good health and wellbeing is recognised in a health and social care context across Scotland, and how to ensure the needs of minority ethnic communities were recognised within this. |