



# Leadership Business Plan 2020 – 2023 2025 ▲

**Vision**  
Our vision is to **dismantle structural inequality within the housing sector**

**Mission**  
Our mission is for the **leadership of the housing sector to be ethnically diverse**

## Our Objectives

Category	Objectives	
<b>Support Talent – Leadership Programme</b>	Review the leadership programme	
	Expand the leadership programme to operate outside London	
<b>Cultural Impact – Research within the sector</b>	Update the research report in 2021	
	Facilitate a demonstrable progress on leadership statistics	
	Increase the number of Leadership Diversity Champions	
	Increase the visibility of BME leaders	
<b>Building on our Brand</b>	Continue building the brand	
	Continue to hold the sector to account	
	Encourage HAs to publish ethnicity pay gap	

## Guiding principles

Our guiding principles, which apply across all our activities, underpin how our work is carried out.

Fair	Robust	Bold
Credible	Influential	Professional

## Our Five-Point Plan

1. Report annually on key diversity statistics
2. Set aspirational targets
3. Interview more diverse pools of candidates
4. Develop the leadership pipeline
5. Lead by example



## Our key stakeholders

