

UNIFY

Career | Culture | Network | Mentor

CORPORATE MEMBERSHIP BROCHURE 2024/25

ACCELERATING DIVERSITY SHAPING FUTURES



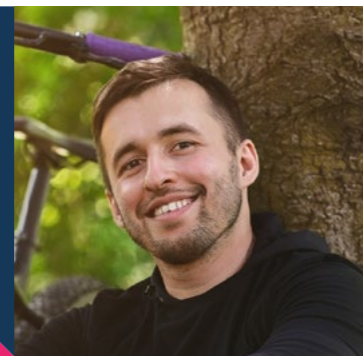
ABOUT UNIFY

Since its inception in 2016, UNIFY has been a powerful force, amplifying the voices of ethnically diverse colleagues within the social housing sector.

United by a shared vision, colleagues from staff network groups across founding housing organisations; MTVH (formerly Metropolitan Housing Trust), Circle Housing, Notting Hill, Peabody, Genesis, and L&Q came together to tackle the under-representation of ethnically diverse staff at senior levels within the sector.

Together, UNIFY is moving the dial on equality across the sector. We're supporting and empowering people to get those career opportunities whilst also improving equality, diversity and inclusion (EDI) best practices within organisations.

Over the years, our collective efforts have solidified UNIFY's position and influence as the leading cross-organisational network in the housing sector. Led by a diverse committee of passionate individuals, who generously contribute their time, expertise, and energy, we have pursued our goals with unwavering determination.



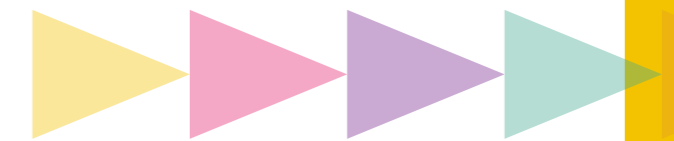
MEMBERSHIP CRITERIA

At UNIFY, we seek to partner with organisations that truly understand our vision and value our support. We aim to forge strong relationships and maximise impact together.

Our membership criteria:

- ▶ Our membership is limited to 30 organisations (social housing providers only).
- ▶ An annual commitment of £3,000 from each corporate member.

We have limited our membership to ensure we can effectively deliver our commitments as a voluntary group. The funds we raise will go towards fulfilling our core mission and investing in our growth. We will explore different ways to scale our activities, initiatives, infrastructure, and volunteer base to maximise value for our members and impact on our sector.

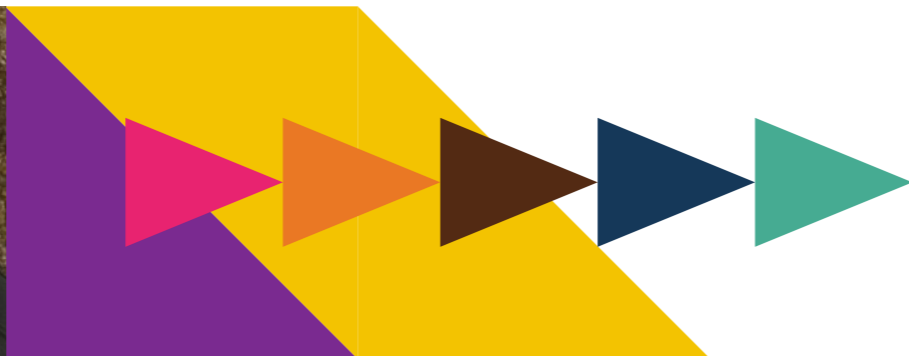


SUPPORT OUR JOURNEY AHEAD

We are on a mission to extend our reach, and we invite you to be part of this exciting journey.

All individuals who work in the social housing sector and are passionate about supporting UNIFY can volunteer to help us achieve our goals. This opportunity is open to everyone, not just those in our corporate member organisations.

Please visit www.unifynetwork.org.uk/volunteer/



BENEFIT TO MEMBERS

As a member of UNIFY, you will join like-minded organisations on the journey towards diversity, equality and inclusion. You will benefit from the collective expertise of our committee members and be a part of the change we're striving to achieve in the sector

Additionally, we are committed to providing greater exposure for your organisation, allowing both your staff and residents to tangibly see that you're investing in and supporting initiatives aimed at creating cultural change.

Part of our work is also helping you strengthen your EDI commitments with our programme of activities. Our programme is designed to complement your existing EDI infrastructure and give your staff access to initiatives you may not have in place and the networking opportunities that are only possible through this type of collaboration.

One of the biggest benefits of becoming a member of UNIFY is the time, energy, and resources saved by not having to deliver these initiatives on your own. UNIFY can deliver its program by partnering with multiple organisations and taking advantage of economies of scale. Our members can then reap the benefits of our program and make considerable savings.



HOW TO BECOME AN OFFICIAL CORPORATE MEMBER

If you want to become a member of UNIFY, please contact us via email at membership@unifynetwork.org.uk. Our team will call you to go over a few questions to ensure you're the right fit for us.

Last year, our members included 11 of the largest housing associations in the UK, all united in support of our vision. This year, we aim to deliver our program to even more organisations.



Our Programme for 2024/25:
New programme will run from July 2024 - June 2025

UNIFY STAFF NETWORK FORUM

In the world of employee networks, UNIFY stands as a beacon, harmonising with existing networks within organisations. Here, network leads have a safe, uplifting space to openly exchange ideas and cultivate best practices, nurturing their growth as influential leaders.

Our Staff Network Forum harnesses a wealth of collective wisdom to mentor and empower network chairs, enabling them to confidently navigate both internal and external challenges.

Recognising that many housing providers have recently established employee networks, we have created a forum for network leads (primarily Chairs or committee members) across the sector.

One unique aspect UNIFY can bring is our expertise in leading staff networks. With experience in leading networks within our respective organisations, we understand the challenges and opportunities.

The Staff Network Forums will take place throughout the year and address topical issues that have been identified by participants from previous forums as key priorities.

Our sessions are designed to create an inclusive and supportive culture where network leads can openly discuss sensitive issues. Our goal is to provide a safe space for network leads to share best practices and develop as effective leaders.

This year, any additional funding raised through increasing our corporate members or securing sponsorships will be invested back into our programme, allowing us to build upon our current offer. We plan to design and deliver additional masterclass sessions and bespoke workshops that empower staff network leads to confidently raise awareness and drive EDI initiatives within their organisations.

JOIN US IN SHAPING THE LEADERS OF TOMORROW AND FOSTERING A CULTURE OF INCLUSIVITY AND SUPPORT.

If you would like to contribute and add value to our Staff Network Forums by being a sponsor, then please get in touch by emailing sponsorship@unifynetwork.org.uk



Historically, our discussions with CEOs have been in person and free for our members.

Our ambition now is to elevate and expand this event, creating even more opportunities for participation from staff within our member organisations.

This year as part of our programme we're planning to bring the CEO's together to continue having topical discussions around equality, diversity and inclusion. We are still exploring options of whether this will be an in-person event (conference, discussion panel) or online event. We will let organisations know later in the year.

How we do this will be dependent on various factors that will in turn decide the format. That being said we're eager to open-up our discussion and welcome non-member and related organisations into this dynamic conversation making the event more expansive and impactful than ever before.

Any additional funding raised through increasing our members or securing sponsorship will be invested into expanding the number of participants we can invite as well as the delivery of custom workshops that empower employees to confidently champion EDI initiatives within their organisations.

UNIFY OPEN DISCUSSION

Over the years, we have extended an exclusive invitation to the CEOs of the largest housing associations and key stakeholders for an open collaborative discussion. Here, we explore innovative ways to engage with colleagues in housing, embracing difficult conversation and fostering a united approach.

UNIFY provides a platform where conversations are ignited based on emerging EDI trends in the sector. These discussions lay the foundation for meaningful action, whether it's dismantling inequalities or paving the path for emerging leaders to assume roles that impact local communities, residents, and the sector at large.



JOIN US IN SHAPING CONVERSATIONS AND FOSTERING A CULTURE OF INCLUSIVITY AND SUPPORT.

If you would like to contribute and add value to our Open Discussions by being a sponsor, then please get in touch by emailing sponsorship@unifynetwork.org.uk.

LEADERSHIP NOW!

We know organisations within the sector are at different stages in their ongoing commitment to creating a more diverse workforce and leaders who are as diverse as the communities they serve.

The application process for LeadershipNOW! opens in September and closes in early October. The programme then runs from November through to June.

The current price for the LeadershipNow! Programme comes at an additional cost and will be confirmed near the time.

We're here to support individuals to take the next step in their career and also support organisations to achieve greater ethnically diverse representation at senior levels. UNIFY will provide a discounted rate to access our bespoke leadership and development course LeadershipNOW!, certified by the CPD Certification Service.

Since launching in 2020, we have had several successful cohorts complete the programme.

The programme involves a series of bespoke workshops delivered by our partner organisation, GatenbySanderson. These workshops include one-to-one coaching, peer conversations and personality profiling spread across eight months. Participants also have access to a private networking area for alumni, current participants, mentors and UNIFY members.



"I think it's really important that you take charge of your learning and development - no learning is wasted - and as a black woman coming up in Peabody taking opportunities is something I've always tried to do and something I'd always encourage someone to do."

A colleague of mine used to say your network is your net worth and it's really true. The more people you can relate to, connect with, learn from, and share with the more likely you are to progress through your career.

I really hope that if you're considering this programme, you go ahead and apply. I found it really enjoyable and I'm sure you will too."

Ijay Onyechi
Peabody



40% of participants have gone on to secure a promotion or new role

Learn more about the LeadershipNOW! Programme here.



89% of participants agreed they would recommend the LeadershipNOW! programme to colleagues and friends.

Programme designed in partnership with



MENTORING PROGRAMME

At UNIFY we want to help connect knowledge seekers with knowledge bearers. Whether you're a mentee or mentor, we believe that the important part of the relationship is learning something from each other.

Historically, UNIFY have supported the G15 to deliver its 'Diverse Development and Sales Mentorship Programme'. We are now looking to build upon that structure and offer our own mentoring programme which is accessible to other areas within housing.



Our programme has been designed to support talented individuals from ethnically diverse backgrounds who wish to benefit from invaluable insights, guidance, and support from experienced mentors. We want all our mentees to connect in meaningful ways with someone whose past experience can help them navigate their career path.

We have developed a bespoke list of mentors that include senior leaders across the sector. Additionally, we will also be utilising the LeadershipNOW! alumni as mentors, this allows some mentees to benefit from the valuable insight delivered by the programme.

The mentorship programme will run throughout the year. The programme will be a mixture of both in person and online sessions, making the format more engaging and accessible for all participants.

This year, any additional funding raised through increasing our members or securing sponsorships will be invested back into our programme, so that we can build upon our current offer. We'll look at designing and delivering additional master class sessions and bespoke workshops that empower mentees.



JOIN US IN MAKING A REAL DIFFERENCE TO INDIVIDUALS WHO WANT TO LEARN AND BE THEIR BEST SELF.



If you would like to contribute and add value to our Mentoring Programme by being a sponsor, then please get in touch by emailing sponsorship@unifynetwork.org.uk



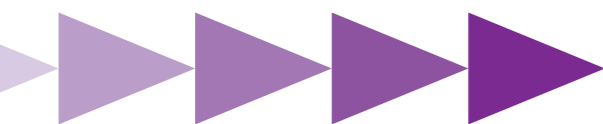
EDI WORKSHOPS FOR MANAGERS

This year UNIFY is looking to deliver a series of specific workshops to equip managers and senior leaders with the tools to better ingrain EDI with a focus on ethnicity, thus helping to form and embed an inclusive culture within the workplace.

Our workshops are designed to support organisations in their commitment to being an inclusive employer and help shape their EDI strategy when considering ethnicity. The workshops will provide opportunities to share good practice across member organisations and keep the discussions going. We're here to help each decision maker as an individual in their role to develop a personal awareness of how they can create safe spaces for discussions, encourage, inspire, and bring about positive outputs to better manage situations where staff members feel seen, heard and respected when being affected by adversity and discrimination.

The workshops will also help raise awareness of how managers can be active allies through sponsorship, championing and celebrating ethnicity inclusion.

These sessions will take place online, so that we can cater to more participants and have a wider reach.



EDI WORKSHOPS FOR STAFF

In addition, we also plan to deliver workshops that will support staff with career progression and with navigating challenges to success.

These workshops will be delivered online.





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For more information about membership please get in touch directly by emailing us on membership@unifynetwork.org.uk



www.unifynetwork.org.uk



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