

The Diversity & Inclusion Conference
26th January 2023
The Lowry Hotel, 50 Dearmans Place, Chapel Wharf, Salford, Manchester, M3 5LH



Welcome to The Diversity & Inclusion Conference!

Official Programme

Please note that these timings are flexible. Due to the nature of a live event, the conference chairs and organisers will be updating the timings throughout the day to adapt to speakers running over time, late arrivals, last minute changes and extending popular sessions. Please rest assured we will do our utmost to adapt and to accommodate all live changes.

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Registration, Informal Networking & GIC Welcome

08.30 – 09.10

Morning Chair's Opening Remarks

09.10 – 09.20

Pooja Bagga

IT Director Operations

Royal Mail Group

Engagement & Culture – Panel Discussion & Q&A

09.20 – 10.00

Inclusivity First! Develop & Embed An Authentically Open, Inclusive & Change-Ready Company Culture Which Enables Employees To Bring Their Whole Selves To Work & Skyrockets Employee Engagement

- Harness and elevate your employee networks and D&I champions to encourage active involvement and advance your initiatives
- What does allyship look like in your organisation? What is their place and how can they best support the movement?
- Policy into practice: the company culture is a feeling and needs to match the messages you are promoting externally – build your culture around honesty, integrity, and inclusivity

Natalie Chadelat (she/her)

Project Manager for Equality, Diversity & Inclusion

Manchester University NHS Foundation Trust

Anne Hoerner (she/her)

Head of Diversity, Culture & Strategic Projects

Bentley Motors Ltd

Lorna Carson

Equality, Diversity & Inclusion Officer

Coventry University

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Samantha Daly

Associate Director, Strategic Consulting

Jacobs

Jo Heath

Managing Partner, Diversity, Inclusion, Culture & Ethics

Green Park

Bonus Session; Inclusive Employers

10.00 – 10.15

Rosie Clarke (she/her)

Head of Inclusion & Diversity Services

Inclusive Employers

Language & Constructive Conversations

10.15 – 10.35

Empower Colleagues & Improve Open Conversations By Ensuring Inclusive & Unbiased Language Is Embedded Into Your Organisational DNA

- Consult your staff to identify the correct language and terminology to boost engagement, enhance clarity and break taboos
- If you're not talking, you're not learning! Transform difficult conversations to productive learning by challenging what's been said and done without creating conflict
- Don't let the perfect be the enemy of the good: instil confidence in your workforce to ask questions and continue conversations without the fear of getting it wrong to drive progress

Jessy Ahluwalia (she/her)

Equality, Diversity & Inclusion Lead

King's College Hospital NHS Foundation Trust

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Morning Refreshment Break With Informal Networking

10.35 – 11.05

Intersectionality – Panel Discussion & Q&A

11.05 – 11.50

Equality Vs. Equity: Design Your Most Effective D&I Policies By Considering All Of The Different Nuances & Lived Experiences Amongst Your Employees To Reach & Engage Everyone

- What steps can we take to start shifting the focus from single strands of diversity to looking at the movement holistically?
- People don't just fall into one category! But how do you recognise and value all the multiple identities people may have in the workplace?
- Understand that inclusion is not an equal allocation of resources but assessing where the biggest need is and distributing help and support that way – only then will you achieve equality

Claudia Carvell (they/them)

Inclusion Lead

Co-op

Helen Gaier-Laidlaw

License Programme Manager

Scottish Power Energy Network

Melissa Sumner (she/her)

Global Talent Director

NCC Group

Garry Clarke-Strange (he/him)

Head of Inclusion & Diversity

Greene King

Simi Dubb (she/her)

Director Colleague Experience & Inclusion

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Metro Bank

Susan Preston (she/they)

Equality, Diversity & Inclusion Project Officer

University of Leeds

Diverse & Inclusive Leadership – Double Perspective

11.50 – 12.30

All-Inclusive Leadership! Secure Diverse Representation At The Top By Engaging Existing Leaders In Initiatives To Drive Real Long-Lasting Change

- What should you value in an effective leader when awarding promotions? Nurture and empower everyone on your team with tangible progression pathways
- Foster allyship from the top and share the responsibilities as DE&I moves away from being an HR function to a business-critical strategy to success
- Change can't happen overnight – for the time being, how can existing leaders provide support and build meaningful connections with their team?

11.50

Mark Lomas

Head of Culture

Lloyd's of London

12.10

Karen Wiesenekker (she/her)

Head of Strategic Inclusion & Diversity

British Transport Police

Spotlight Sessions

12.30 – 13.00

- A. Gender
- B. Disability
- C. LGBTQ+

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D. Trans-Inclusion

Sarah Fox

Head of Diversity, Equity & Inclusion

Virgin Media O2

Lunch & Informal Networking For Delegates, Speakers & Partners

13.00 – 14.00

Breakout Group Discussions

13.30 – 13.55

- A. Belonging
- B. Psychological Safety
- C. Social Mobility
- D. Equal Ops
- E. Networks & Sponsor Schemes
- F. Education
- G. Financial Inclusion

Afternoon Chair's Opening Remarks

14.00 – 14.10

Keri-Ann O'Neill

People & Transformation Director

Ofcom

Mental Health & Wellbeing

14.10 – 14.30

Prioritise Mental Health & The Wellbeing Journey In Your Organisational Goals By Removing Stigmas, Developing A Real & Authentic Understanding & Providing Proactive Support For All Colleagues

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- Create psychological safe places for open conversations about mental health to take place, increasing engagement levels leading to a genuine sense of belonging in your organisation
- What are your employees expecting from the business in terms of mental health awareness today? When we spend 1/3 of our lives at work, what accountability and responsibility do you have for the mental health and wellbeing of your employees?
- Seamlessly incorporate your inclusion strategies into your mental health journey to ensure resources are being distributed effectively and no one feels left behind

Rachel Akili (she/her/hers)

Group Head of Equity, Diversity & Inclusion

MAG Airports Group

Hybrid & Flexible Working – Panel Discussion & Q&A

14.30 – 15.05

Reignite Engagement By Harnessing The Benefits Of A Hybrid & Flexible Working Model To Enhance The DE&I Movement, Unlock Real Potential By Making Jobs Accessible To All & Providing Unrestricted Development

- Rethink your processes and structures and make those reasonable adjustments to boost productivity and increase the quality of your products and services
- What is the new work-life balance? Whilst WFH has cut the commute, how do you maintain those social connections and development opportunities found in the office?
- Explore winning strategies to promotion inclusion and reigniting engagement amongst those working from home

Charlie Mansell

Head of People Operations

Metro Bank

Bethan Gill

Associate Director, Inclusion, People & Culture

Grant Thornton UK LLP

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Samantha Walsham

Global People & Organisations Skills Leader

Arup

Afternoon Refreshment Break With Informal Networking

15.05 – 15.35

Inclusive Recruitment – Double Perspective

15.35 – 16.15

Eliminate Bias & Reap The Benefits! Secure Top Talent With Diversified Talent Pools & By Creating Inclusive New Talent Pipelines For Improves Retention & Engagement

- Looking at your recruitment and your past hires, who have you given jobs to? Why is that? Who applied? Are minority applicants converting to hire? If not, what is going on?
- Diversify pipelines, revolutionise recruitment processes! Expand your talent pools to better serve a diverse range of consumers
- How do you ensure you are inviting new talent to the table and empowering underrepresented candidates to apply to job openings?
- You're hired! What's next? Deep dive into the colleague lifecycle to retain top talent with clear progression and equal opportunities for everyone

15.35

Dr. Leonie Jones (she/her)

Employability & Diversity Officer, Department of Chemistry

University of York

15.55

Aseia Rafique

Diversity & Inclusion Specialist

Save The Children

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It Stops With Me: Tackling Harassment & Discrimination In Our Industry

16.15 – 16.35

Cara Sargeantson

People Director

Budweiser Brewing Group UK&I

Afternoon Chair's Closing Remarks & Official Close Of Conference

16.35 – 16.45

Keri-Ann O'Neill

People & Transformation Director

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