

The Diversity & Inclusion Conference
25th April 2024
Scarsdale Place, Kensington, London, W8 5SR, United Kingdom



Welcome To The Diversity & Inclusion Conference – Action, Results, Impact!

Official Event Programme

Please note that the following 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.

Organised By:



08.30 Registration & Informal Networking

09.00 GIC Welcome & Morning Co-Chairs' Opening Remarks

Mabinty Esho, Head of DEIB, **Comic Relief**



Sarah Fox, Former Head of Diversity, Equity & Inclusion, **Virgin Media O2**



Unbiased Recruitment & Talent Management

09.10 Revolutionise Recruitment Practices & Combat Hiring Biases To Attract & Retain Top Talent, Diversify Workforces & Create Inclusive Pipelines For All Applicants

- Advocate best practice strategies to broaden enrolment scope which attracts a diverse talent pool and fosters an inclusive working culture
- Revamp and revitalise! Innovate business-critical recruitment practices and strategies to eliminate bias and diversify your talent pools
- CV blindness, agile job descriptions, standardised interview processes.... what practical steps can you take to reduce bias in your hiring practices?
- It isn't just about recruiting new talent... what about engaging your current talent? Deep dive into your post-hire practices to cultivate clear career journeys and maximise talent retention

Jonathan Briggs, Group Head, Talent Acquisition & Diversity & Inclusion, **Aviva**



Engaged, High-Performing & Inclusive Cultures - Panel & Q&A

09.30 Embed Engaged & Inclusive Workplace Cultures That Drive Employee Wellbeing, Psychological Safety & Ultimately Fuel Personal Performance & Wider Business Goals

- How can you stand out from the crowd? Uncover the latest strategies and innovative frameworks to cultivate a collaborative, engaged, inclusive and high-performing organisational culture
- Prioritise the balancing act between critical business requirements and employee expectations for engaged employees that drive performance goals and ultimately boost business success
- Foster a supportive culture that encourages open conversations, allows mistakes, and encourages further EDI learning to provide a nurturing environment for all employees
- Adapt communication strategies and combat communication hurdles to build a community founded on psychological safety, wellbeing, and inclusion

Janina Norton, Global Head of Culture, **AXA**



Ramona Williams, DEI Change Manager, **Amazon**



Adam Sunderland (He/Him), Head of Equality, Diversity & Inclusion, **Heathrow**



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Nelson Derry, Global Head of Culture, Diversity, Equity & Inclusion, **Formerly Aesop**



Dawn Hurst, CEO, **Metimur Global & EA Inclusion**



10.00 Belonging Is For Everyone

Belonging at work should be universal. Current DE&I efforts often fail because they isolate certain groups and focus on single identities instead of the whole person. To truly achieve belonging, organisations need systemic change and everyone's active participation, making it clear that belonging benefits everyone.

Lucinda Quigley, Head of Client Solutions EMEA & Executive Coach, **Talking Talent**



10.15 Deep Dive: Enhancing Inclusion Through Wellbeing

Matt Elliott, Chief People Officer, **Bank of Ireland**



10.35 Morning Refreshment Break With Informal Networking

Share Your Insights – Collate Your Collaborations With Our Ideas Board Today

Ditch CVs & Interviews! (Fair Assessment Of Candidates)

11.15 Recruiters Have Been Using CV's & Interviews Forever To Assess Candidates. Discover Why These Don't Work & What To Do Instead

Jane Hatton, Director, **Evenbreak**



Data, Measurement & Long-Lasting Impact

11.30 Tackle Strategy Target Areas & Demonstrate Commitment To Employees By Maximising Data & Insights To Conquer Measurable Goals & Drive Meaningful ED&I Change

- Navigating the data minefield! Examine best-practice approaches for utilising data to set measurable targets, inform decision-making, and drive meaningful EDI change in your organisation

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- What isn't working right now? Benchmark your development and delve deep into the drawbacks of your current D&I strategies to create insight-led initiatives that specifically target these areas
- Data will always be sensitive, so how can you create an organisational culture where employees are comfortable disclosing extra information that could be helpful for further EDI strategies?

Lisa Witney, Global Head of Diversity, Equity & Inclusion, **Deutsche Bank**



Why Carers Need To Be A Focus In Your D&I Portfolio

11.50 Why Carers Need To Be A Focus In Your D&I Portfolio

- The business case for supporting carers
- The importance of including carers at work
- The Carer's Leave Act and Flexible Working Act
- How to build a carer inclusive workplace

Stephanie Leung, Co-Founder/CEO, **KareHero**



Disability & Accessibility: A Business Priority

12.05 Dismantle Barriers For Disabled Employees, Fuel Supportive Adjustments & Create A Company Culture & Environment Which Increases Employee Care, Support & Loyalty

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- Ensure disability and accessibility doesn't get lost in conversation: create a working environment in which disability fear is broken down, open conversations can flourish, and systematic barriers can be dismantled
- Guarantee disabled employees get the required and sought-after adjustments to work without barriers, ensure personal career development, and ultimately create an organisation that delivers heightened employee loyalty
- Normalise accommodations, minimise interview rounds and examine effective management training... explore the top methods and strategies for recruitment and hiring to ensure your organisation can confidently say they are disability-inclusive

Andrew Barnes, Head of Corporate Partnerships, **Sense**



The Science Of Creating A Fairer World Of Work

12.25 Representation & Inclusion In The UK Police Force. A Case Study In Positive Action

- How Positive Action was used to increase diversity in the UK Police Force
- The campaign to communicate the benefits of representation, and that Positive Action was a fair way of achieving it
- Consideration of audience: how those who were resistant to change, and suspicious of Positive Action, were the main focus
- Avoiding the 'D' word – to mitigate suspicion and doubt
- Building advocacy – a long term approach

Ben Watson, Managing Director, **Blue Goose**



Employee Mental Health & Wellbeing - Q&A

12.40 Innovative & Proactive Mental Health & Wellbeing Strategies That Culminate In Motivated, Engaged & Communicative Cultures To Drive Employee Productivity & Satisfaction

- How should organisations be equipping and supporting senior leadership with the tools and training to effectively respond to, and care for, their teams mental health and wellbeing?
- Refine your pathways: delve deep into your wellbeing support strategies to clarify where to seek assistance, shorten mental health support pathways, and ease anxieties for employees
- Work to live or live to work? Promote a healthy work-life balance and prioritise health and wellbeing strategies that culminate in an energised, motivated, and engaged workforce
- From mindfulness practices to in-house workshops and flexible work patterns, what does good mental health support look like in action, and how effective are these measures at meeting employee expectations?

Iain Hadwin, Senior manager, Order management DACH, **Bristol Myers Squibb**



13.10 Topic Generation Form

We would love to hear your thoughts on potential topics or ideas of one-day brand-led conferences – please do submit any thoughts or ideas via the QR code on screen. Many thanks!

13.10 Lunch & Informal Networking For Speakers, Delegates & Partners

14.00 Peer-To-Peer Discussions

- A) Staff Networks
- B) Supporting LGBTQ+ Employees
- C) Ageism At Work

14.20 Afternoon Co-Chairs' Opening Remarks

Birthe Mester, Global Head of Behavioural Insight & Culture Change, **Deutsche Bank**



Harry Benham (He/Him), Inclusion Specialist, **QBE Insurance**



The Science Of Creating A Fairer World Of Work

14.30 Dan Robertson, Global Expert On ED&I Sets Out The 3 Key Strategic Challenges Currently Facing Global Businesses In Their Efforts To Promote Truly Inclusive Work Cultures

Additionally, drawing on extensive research we will present a new model for embedded Diversity, Equity, Inclusion and Corporate Cohesion within organisations. This new FAIRER Framework focuses less on processes as a means for inclusive cultural change, and more on everyday behaviours as a means of driving workplace belonging and inclusive thinking, actions and decision-making. This new FAIRER Framework set out a new stand for measuring lasting and meaningful culture change.

Dan Robertson, Managing Director, **FAIRER Consulting**



Empowering Neurodiversity

14.45 Understand, Empower & Advocate For Neurodiverse Colleagues With Flexible & Personalised Adjustments That Allow Employees To Not Only Flourish... But Thrive & Succeed At Work

- What can organisations be doing to improve individualised accommodations and adjustments that empower neurodivergent employees and drive enhanced performance
- With digital transformation showing no signs of slowing down, how can we guarantee that neurodiverse hybrid workers are supported with the tools and skills to succeed?
- Lets rewrite the narrative! Whether neurodivergent skills include creativity or complex problem-solving... how can we empower neurodiverse teams and promote their skills and talents for the future workforce?

Khushboo Patel (She/Her), D&I Specialist, **Formerly Metro Bank**



Advocating Social Mobility

15.05 Breaking Down Barriers! Cement Responsible Initiatives That Empower & Promote Social Mobility & Socio-Economic Inclusion To Create A Truly Diverse Organisation That Fuels Talent Retention

- Implement refreshed and sustainable strategies that support colleagues to play a positive role in increasing social mobility and access
- Uncover practical and innovative upskilling and progression programmes that guarantee equality of outcomes for people from different socio-economic backgrounds

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- Dismantle and challenge inaccurate stereotypes and narratives to break down class and other divisions, and integrate all colleagues no matter the breakdown
- Retention from a socio-economic lens: identify talent and high-performers amongst those with diverse socio-economic backgrounds to invest in career development and fuel talent retention.

Dr Patrick Ismond, Head of Equality, Diversity & Inclusion, **RSPCA**



Racial Inclusion & Equity

15.25 Maintain The Charge On Racial Inclusion At Work! Cultivate Policies That Tackle Discrimination, Drive Personal Performance & Guarantee Inclusivity In The Workplace

- Deep dive into the barriers faced by minority communities at work, what are the challenges that come with this, and how can we make real and long-lasting organisational change?
- With the gender pay gap being mandatory and making real progress, how can we replicate these necessary improvements to tackle racial inequality to see a real impact on the bottom line?
- A spotlight on psychological safety! What steps can we take to create an inclusive company culture that is culturally aware, tackles microaggressions, and guarantees employees from all ethnic backgrounds can perform at their best?

Samantha Owo, Group Head of Diversity, Equity & Inclusion, **Lloyds Banking Group**



15.45 Neurodiversity – Our brain, your blockbuster moment, and how to be the butterfly. Auticon

Kirsty Cook, Global Director of Neuroinclusion Services, **Auticon**

- **Our Brain:** The hidden struggles of neurodivergent people, a lived experience perspective of being a late-diagnosed ADHD woman navigating motherhood and work.
- **Your Blockbuster Moment:** Why now is the time for companies to ensure they are creating neuroinclusive workplaces
- **How to be the Butterfly:** How Managers play a vital role in ensuring any neuroinclusion strategy is successful. Small changes can have a big impact.



auticon

16.00 Afternoon Refreshment Break With Informal Networking

Reimagined DEI Leadership

16.25 Lead By Example! Engage & Empower Senior Leadership Teams To Diversify At The Top Level & Create Equitable Career Prospects For All Employees

- From reactive to proactive: develop tailored programmes for self-development that engage managers and directors in wider EDI changes, reduces the risk of tokenism, and pushes forward your equity agenda
- Empower rather than impose! Ensure that leaders and managers take ownership of their EDI agenda, champion their initiatives, and embed D&I strategies as a critical part of the overall business strategy
- Sponsorship, mentoring, buddying.... what tangible steps can senior leaders take to diversify leadership structures and create equitable opportunities for all employees?

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Zahoor Ahmad, Head of Social Mobility, Inclusion & Belonging, **Co-op**



Intersectional Outlooks

16.45 Examine Your Company Mosaic & Embed Intersectional Outlooks & Strategies To Combat Discrimination & Drive An Inclusive Organisational Cultures

- We have been talking about intersectionality for years... but how can we bridge the gap between talk and act on intersectionality? Examine new and innovative strategies to practically implement intersectional approaches at work
- Go beyond the surface! How are we looking at the wider picture and embedding intersectional thinking throughout EDI approaches?
- Embrace ERG and staff network collaborations to understand the many lived experiences of others and drive inclusive representation of all colleagues
- Accepting privilege: take a deep dive into your identity and understand individual privileges to open meaningful conversations, empower allyship, and drive inclusive workplace cultures

Jennifer Ashton, HR Director, **BT Group**



Emily Spelman, Inclusion & Belonging Lead, **Santander**

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Taylor Mirkarimi, DEI Program Manager – EMEA Talent Acquisition, **Amazon**



Dami Gbadamosi,
Equality, Diversity & Inclusion Lead for Fraud Investigation Service, **HM Revenue & Customs**



Alessandro Storer (He/Him), Head of Inclusion & Belonging, **OVO**



17.15 Evaluation Form & Feedback

We would love to hear your thoughts from the conference today, please do submit your feedback via the QR code on the screen. Many thanks in advance!

17.15 Afternoon Co-Chairs' Closing Remarks & Official Close Of Conference

Birthe Mester, Global Head of Behavioural Insight & Culture Change, **Deutsche Bank**

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