

The Virtual Diversity & Inclusion Conference Programme, 23rd September 2021

Log In & Explore The Virtual Platform

08:30 - 09:00

Morning Co-Chairs' Opening Remarks

09:00 - 09:10

Lucy Adler, She/Her, Head of Inclusion & Diversity, Commercial Banking, Lloyds Banking Group

Ian Adams, Director of Membership & Stakeholder Engagement, NHS Resolution

Introduction: Real Life Vs. The Buzz

09:10 - 09:30

Maintain Momentum, Embed D&I Into Organisational DNA... OK Great, But How?

Wow! Inclusion and diversity are certainly buzzwords and more front of mind for so many people than ever before, which is great! But this is real life, not buzzwords and the pandemic has only increased the complexity of our task. With greater visibility comes greater criticism and it can feel exhausting to try to fix the world in one go... so when you can't do right for being wrong, how can you overcome fatigue and keep momentum going?

Thinking outside the box doesn't come easy... where are there actually opportunities to flip inclusion strategies on their head to prevent stale approaches, achieve different results and visibly see the impact on your workforce's happiness and productivity?

Lou Bennett, Marketing Director, Benefit Cosmetics UK & Ireland

Alvine Trémoulet, Global D&I Lead, Pfizer

Inclusive Cultures - Panel Discussion

09:30 - 10:00

Develop Inclusive Company Cultures: Engage Every Employee & Welcome Their Whole Selves With C-Suite Champions & Visible Representation, Staff Networks & Strong, Enthusiastic Allies Throughout The Organisation

- Welcome on board! Clearly outline the culture you want to create during onboarding so colleagues can see support evidenced and engage with initiatives from day one
- The company is not just the "office workers": how can you foster inclusivity amongst front-line workers and keep the spark alive for deskless or hybrid colleagues?
- What about when areas of your business culture aren't up to scratch? How can you create more allies when people are focussed on their busy day-to-day?
- This isn't a one-way street! Culture cannot just be dictated, so how can you empower everyone in the organisation to help shape it?

David Jenkins, He/Him, Client Director & ED&I Business Champion UK & Europe, Atkins, member of the SNC-Lavelin Group

Polly Williams, Head of Diversity & Inclusion, Royal Academy of Engineering

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EDI, Equality, Diversity and Inclusion: The First Global Study Into Being Yourself At Work

10:00 - 10:20

EDI, Equality, Diversity and Inclusion: The First Global Study Into Being Yourself At Work with Conference Partner iAM | Courageous Success

- Explore the results of the first global study into being yourself at work. Discover the latest research on confidence, Imposter Syndrome and authenticity at work.
- The global study reviews the differences between men and women and highlights the perspectives felt by those of us working in People and Culture, HR and L&D.
- Mina Prince, People & Change Senior Consultant at Arup, shares how as a black female these trends are amplified but how by using her iAM and now being herself at work, 'I do feel like a completely different person'.

Liz Villani, Founder & International Expert In You Being You , iam | Courageous Success

Mina Prince, People & Change Senior Consultant, Arup

Morning Break With Informal Networking

10:20 - 10:50

Intersectionality - Panel Discussion

10:50 - 11:20

Difference Cannot Be Seen Through One Lens! Translate Targeted Networks & Initiatives Into Holistic Approaches Which Cater To Intersectionality, Nuances & Allow Greater Participation

- People aren't boxes! So how can you pivot your organisation and D&I engagement to reflect the many lived experiences and the additional pressures some people experience?
- Explore the greatest hurdles to looking at diversity holistically... and the steps you can take to break down the barriers
- Where are we losing people in our D&I efforts? Steps to prevent individuals missing out on the support and engagement they need

Edleen John, She/Her, International Relations, Corporate Affairs & Co-Partner for Equality, Diversity & Inclusion, The Football Association

Israil Bryan, Regional Head of Diversity & Inclusion, EMEAA, Standard Chartered Bank

Marc McKenna Coles, He/Him/His, EMEA Diversity, Inclusion & Belonging Lead, Spotify

Isabella Chan, She/Her, Head of Equality, Diversity & Inclusion, University of the Arts London

Beyond Business: Making A Difference – Double Perspective

11:20 - 12:00

Go Beyond The Scope Of Business To Bring About Real, Societal Impact

Black boxes on Instagram. Press announcements backing BLM. Blocking hateful accounts on Twitter. Consumers have a laser focus on what organisations are doing in terms of their inclusion and

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diversity strategies, but how much is paying lip service and how much has translated into real, systemic change?

This goes beyond the realm of HR to carefully examine everything from supplier relationships to advertising and product design... so what can we do to help foster a D&I-first, truly human-centric company culture which doesn't just conform to the status quo? How can we prove that diversity and inclusion is NOT just for D&I and HR professionals? We can't take it all on ourselves, so how do we find, and win over change champions throughout the business to bring about real, societal impact?

Perspective 1:

11:20 Caroline Rhodes, She/Her, Global I&D Director & HR Director, HR, CR & Legal, Diageo

Perspective 2:

11:40 Karl Brown, Chair of the Bristol Property Inclusion Commission, Bristol Property Inclusion Commission

The Lighthouse Effect: How Ordinary Interactions Can Make An Extraordinary Impact On Inclusion & Belonging

12:00 - 12:20

Looking back over the course of our lives, each of us has encountered people who helped us discover our purpose by putting us on the right path and helping us course-correct when needed. . Author and Workhuman® CHRO Steve Pemberton calls these people "human lighthouses." They are "steadfast, selfless and faithful, humble yet unwavering, always illuminating the pathway to hope and sanctuary." As time passes, our appreciation for them only deepens as we realise that the journey of our lives has been due, in large part, to their impact on us.

Now more than ever, organisations need human lighthouses who can inspire and help build a culture of trust and belonging where people feel safe bringing their whole selves to work. In this session, Steve will share some of the key attributes of a human lighthouse – having the courage to encourage, understanding the first picture is not the full story, turning doubts into destinations – and how small, everyday moments of gratitude can be a bridge to inclusion and belonging. Discover the power of the lighthouse effect through connected culture, feedback, and recognition at work.

Steve Pemberton, CHRO, Workhuman

Informal Breakout Discussions – Taking Place In The LOUNGE Area

12:20 – 12:40

A) Neurodiversity – Facilitated

Sam Pearce, Head of Employee Engagement, Balfour Beatty

Scott Williams, Project Manager, Balfour Beatty

B) Disability – Facilitated

Felicity de la Torre, Head of Diversity & Inclusion, Kier Group

C) LGBTQ+

D) Non-Binary

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E) Race

F) Trans

Lunch Break For Delegates, Speakers & Partners

12:40 - 13:40

Afternoon Co-Chairs' Opening Remarks

13:40 - 13:50

Owen Marks, Head of Rare Diseases UK, Pfizer

Lisa Jane Gillespie, She/Her/Hers, Head of Diversity, Equality & Inclusion, DK

Working Parents & Carers Are Part Of Your Diversity & Inclusion Landscape

13:50 - 14:05

Family structures and parenting roles are not what they used to be: How do leading employers embrace diversity through empowering working parents and carers?

- People with family responsibilities bring deep learning and fresh perspectives. They represent wider customer and client views. What do leading employers do to ensure parents and carers are fully included and empowered?
- You need new approaches to parental leave in a new world. In addition to changing gender expectations, parents are returning from a more isolated period of leave over the last year and a half. They may also struggle to remain visible in a hybrid working world. Hear new benchmarking data on what best practice policies include.
- What about the ongoing life stages? What else can employers do for people with wider family commitments to remove the roadblocks while enhancing a sense of belonging?

Jennifer Liston-Smith, Head of Thought Leadership, Bright Horizons Work+Family Solutions

Mental Health

14:05 - 14:35

Remove The Stigma, Remove The Hurdles: Proactive Strategies To Create Open Dialogues & Support Employee Mental Health

- As mental health is increasingly placed centre stage, how can businesses play their role in providing support, breaking the 'taboo' of talking about mental health and wellbeing at work and provide direct avenues to help struggling colleagues?
- Mental health days, first aiders, counselling services... what does good mental health support look like in practice?
- Following lockdown after lockdown and the slow "return" to our new hybrid ways of working, how can we actively look after our teams and maintain the support needed?

Charles Alberts, Head of Wellbeing Solutions, AON

Leadership: Go Beyond Buzzwords

14:35 - 15:05

Recession-Proof Inclusion Strategies To Ensure Leaders Dedicate Time, Effort & Resources & Push For Meaningful Impact

- Mentoring, sponsorship, interaction: how can leadership actively take a role in developing the careers of people of difference throughout the organisation?
- Lead by example! Whether visible representation or strong allies, produce passionate inclusion champions amongst leadership who go above and beyond to empower employees and push initiatives forwards
- What does inclusive leadership look like in a digital age and how will it continue to evolve?
- Demonstrate the human and business impact of D&I on wellbeing, retention, performance to secure ongoing backing

Barry Boffy He/Him, Head of Inclusion & Diversity, British Transport Police

Supporting Neurodiversity In An Evolving Workspace

15:05 - 15:20

The coronavirus (COVID-19) pandemic will have a lasting impact on the economy, businesses, and working lives.

Employees are having to navigate new ways of working as well as adapt to changing circumstances in their personal life.

For those with neurodiverse conditions such as dyslexia, dyspraxia, ADHD, and Asperger's, the new ways of working can be particularly overwhelming.

What measures can you introduce to ensure all your staff are fully supported at work? Whether they are at home or in the office.

Louise McQuillan, Workplace Solutions Specialist, Texthelp

Afternoon Break With Informal Networking

15:20 - 15:50

Reimagining Diversity In The Enterprise - From Strategic Plans To Guided Planning

15:50 - 16:05

Despite providing greater transparency and publicly pledging commitments, organisations continually fail to meet their diversity goals. The strategic diversity plan is dead. Join this session to learn how a guided planning approach leveraging people insights will help you;

- align your people to drive necessary change
- build accountability and accelerate traction
- and get clear on exactly what needs to be done to move the dial

It's time to set, track, measure and achieve your diversity goals!

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Caitlin Bigsby, Director, Product Marketing, Visier

Powerful Networks & Reverse Mentoring – Panel Discussion

16:05 - 16:35

Further Your Staff Networks & Reverse Mentoring Success To Drive Cross-Business Engagement & Fuel D&I Initiatives Throughout The Organisation

- Community first! What are the top tips to ensure successful staff networks and effectively take build their insights and feedback into the business?
- The pros and cons of maintaining network momentum and reverse mentoring relationships while working in a remote or hybrid model
- Working in silo? How can we better align or integrate our staff networks to serve all and address the need for intersectional groups?
- Tearing up the rulebook on how we communicate

Natasha Whitehurst, Diversity and Inclusion Manger, Reach Plc

Raj Morjaria, Head of Diversity & Inclusion, Direct Line Group

Afternoon Co-Chairs' Closing Remarks & Close Of Conference

16:35 - 16:45

Owen Marks, Head of Rare Diseases UK, Pfizer

Lisa Jane Gillespie, Head of Diversity, Equality & Inclusion, DK