



The Diversity & Inclusion Conference

20th September 2022

The Hilton London, Canary Warf



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

08:40 – 09:20

Morning Chair's Opening Remarks

09:20 – 09:30

Ingrid Iradukunda,
Sr PM & Co-chair of GuIDE Affinity group
Amazon

Unbiased Recruitment

09.30 – 09.50

Revolutionise Recruitment Processes To Diversify Talent Pools, Attract New Talent & Create Inclusive Pipelines For Improved Retention & Engagement

- From job ads to aptitude tests take tangible steps to mitigate unconscious bias from candidate selection with the best new tech, tools and systems in place
- Avoid attrition spikes! Combine visual representation on top, an inclusive company culture, and consistent I&D strategies which make people feel valued, included, and welcomed to keep employees engaged in your organisation
- We all know just how crucial it is to have a diverse talent pool! Train and educate recruitment managers to broaden their enrolment scope to diversify talent pools and remove any barriers so that tools are accessible to all
- Benchmark the progress you have already made in order to conduct a review into your acquisition processes to really drive ongoing inclusive, equitable and fair recruitment

Lucile Kamar (She/Her)
Head of Diversity & Inclusion
ITN

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About myGwork

myGwork is the largest global talent platform and professional network for the LGBTQ+ community. We help organisations increase applications from diverse candidates, build brand awareness and increase employee engagement and retention.

Why Join myGwork?

myGwork is an all-in-one platform for organisations to:



Share Job
Openings



Source &
Engage Top
Talent



Promote Your
Brand's Core
Values &
Employee
Value
Proposition



Attract & Engage
a Diverse
Community
Through
Employee Role
Models & Brand
Ambassadors



Facilitate
Learning &
Development
with Diversity
& Inclusion
Training



Boost
Employee
Engagement
& Retention



Develop
Inclusive
Thinking &
Actions

Connect with us      @mygwork



Organizations We Work With

With a reach of over 3.5 million across 138 countries, we work with some of the most diverse and inclusive companies in the world. Our partners have chosen myGwork to help them attract and retain LGBTQ+ talent from a diverse pool of 500,000+ registered members and 1,000,000 monthly users



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The Real Cost Of Coping: An Evidence Based Exploration Into The Experience Of Workplace Mental Health

09.50 – 10.05

In 2022, Utopia, an award-winning culture change business, undertook a survey of over 3000 people to gain insights into the mental health of employees in the UK workforce right now. Most importantly, Utopia sought to understand the real impact of living and working through unprecedented times, whilst also understanding if, and how workplaces have been able to support their people effectively.

In this flash talk we'll present new and significant data which provides insight into:

- What Presenteeism in the workplace is costing employers
- The most significant events impacting employees mental health
- The data showing the disproportionate impact on those from minoritised communities
- A good practice guide for employers sharing healthy and unhealthy workplace culture practices

Emma Mainoo (she/her)
Partner and Head of Healthy Practice
Utopia

Dr Adrienne Milner (she/her)
Research and Impact Director
Utopia



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SPOTLIGHT SESSION 1

10.05- 10.25

A) Trans-Inclusion

Mohammed Ilyas (He/Him)
Head of Equality, Diversity & Inclusion
University of Hertfordshire

B) Ethnicity & Race

C) Neurodiversity

Meike Bliebenicht
Neurodiversity Programme Lead
bp

D) Socioeconomic Diversity

Rob Dowell
Executive Producer, BBC Radio Tees & Co-Chair of BBC RAISED
BBC

Morning Break With Informal Networking

10.25 – 11.00



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Inclusive Cultures- Panel Discussion

11.00 – 11.40

Strive To Create & Develop A Company Culture That is Authentically Open, Inclusive & Change-Ready To Build Upon Allyship & Enable Employees To Bring Their Whole Selves To Work

- Everyone should be striving for inclusive culture change! Explore critical insights to create a supportive culture that challenges micro-behaviours and coverts agnostic colleagues without vilifying them
- “Diversity is being invited to the party; inclusion is being asked to dance!”. Getting the balance right is essential, so how can you construct a psychologically safe and inclusive culture alongside your diversity strategies?
- With hybrid working at the forefront of everyone’s minds, how can you foster inclusivity and promote openness amongst both office and remote workers?
- Change culture doesn’t happen overnight! Reassure employees in the meantime that your work is genuine and authentic by demonstrating tangible evidence

Liza Khadjinova (She/Her)
Diversity & Inclusion Manager
Koa Corporation

Heather Palmer (She/Her)
Senior Human Resources Business Partner
BBC

Tricia Lucas-Clarke
Early Talent Recruitment Inclusion & Diversity Manager
GSK

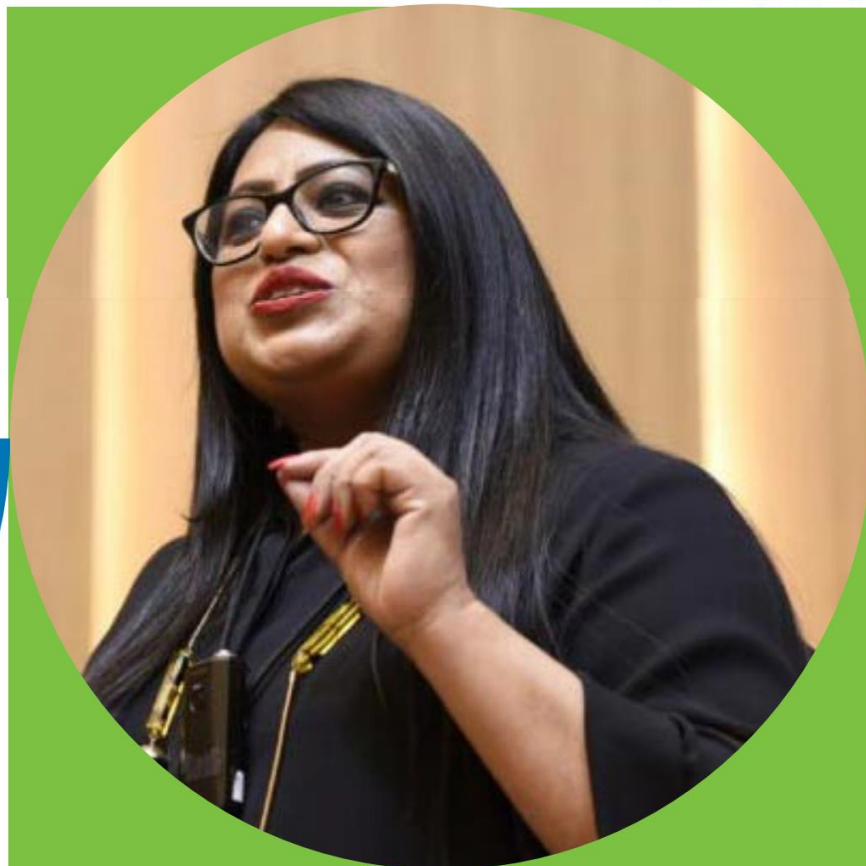
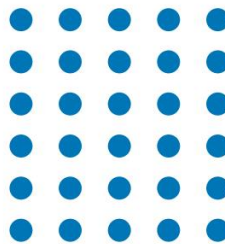
Meike Bliebenicht
Neurodiversity Programme Lead
bp

UNLOCK THE FULL POTENTIAL OF YOUR PEOPLE

Award-winning, innovative change programmes focused on diversity and inclusion.

Winner of the 2017 Excellence in Diversity award, our CEO Farrah Qureshi leads a team of over 40 trainers and consultants across the globe.

Learn more about Farrah and her approach at globaldiversitypractice.com/insight or email info@globaldiversitypractice.com





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Hybrid & Flexible Workforces Post-Covid- Panel Discussion

11.40 – 12.20

Transform D&I Strategies To Counteract The Issues Associated With Flexible Working & Provide Unrestricted Development Opportunities For All To Reignite Engagement Across Your Organisation

- While homeworking has created greater freedom and flexibility, how can you ensure that development opportunities are not restricted for those not physically present in the office?
- Maintaining a communicative network and increasing inclusivity is key! With dispersed workforces prevalent across businesses today, what are the winning strategies for creating a true connection between colleagues?
- Avoid reinforcing gender roles! Despite hybrid working offering a flexible alternative, how can you ensure you are avoiding gender biases in strategies moving forward?

Lucy Hodges
Transformation Change Manager, Restructuring
NatWest

Hannah Leach (She/Her/Hers)
Vice President, Culture & Learning,
Carnival UK (P&O Cruises & Cunard)

Deboleena Dasgupta
Global Lead -Talent, DEI & Culture- Wealth & Personal Banking, Private Bank, Asset Mgmt & Insurance
HSBC

Gemma Parker
Diversity & Inclusion Partner
Pets At Home

Jacque Sutherland
D&I Health & Wellbeing Consultant
The HEINEKEN Company

Romana Bruderer-Schwab
Global Inclusion & Diversity Manager
Dentons

Sarah Burbedge
Head of Change, BBC Content Production Workflows, Design & Engineering
BBC



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Case Study: Working Towards Becoming An Anti-Racist Organisation

12.20 - 12.45

Lorraine Jones
Deputy Dean for Equality Diversity & Inclusion
The Open University

Lunch Break & Informal Networking

12.45 – 13.45

- a) Wellbeing
- b) Awareness & Access
- c) Unconscious Bias
- d) Social Activism

Afternoon Chair's Opening Remarks

13.45 - 13.55

Mandeep Rupra
(She/Her) Head of Equity, Diversity & Inclusion
Citizens Advice

Rob Dowell, Executive Producer
BBC Radio Tees & Co-Chair of BBC RAISED
BBC

weareutopia.co



Co-Founder Nadya Powell, Partner and Head of Ethnicity Tolu Farinto and Partner and Head of Healthy Practice, Emma Mainoo (L-R)

Thriving people Thriving business Thriving world

Utopia is a culture-change business that aims to transform work culture from exclusive, hierarchical, siloed, and unengaged to be inclusive, healthy, and entrepreneurial. Founded on the belief that business could be better, we've supported some of the world's biggest brands create change using our unique evidence-based methodologies.

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P I A



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Intersectionality- Panel Discussion

13.55 – 14.35

One Size Doesn't Fit All! Examine Your Workforce Mosaic To Truly Understand The Nuances Amongst Identities, Foster A Genuinely Open & Supportive Culture & Create A Real Sense Of Belonging

- Pivot your organisational efforts to consider the multi-intersecting aspects of a person's identity, and what it truly means to be intersectional
- Ensure that targeted ERG's collaborate and consider the many lived experiences of a person to prevent colleagues missing out on vital support or feeling alienated
- Examine the barriers to understanding diversity holistically: what are the steps we can take to remove these and how can we encourage and empower staff networks?

Jack Nutley (He/Him), People Partner
People Colleague Experience
Tesco

Ambily Banerjee Ph.D
GDD Head Diversity & Inclusion
Novartis

Mohammed Ilyas (He/Him)
Head of Equality, Diversity & Inclusion
University of Hertfordshire

Aseia Rafique
Diversity & Inclusion Specialist
Save the Children UK

Farrah Qureshi
CEO
The Global Diversity Practice



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Mental Health

14.35 - 14.55

Breaking Taboos & Removing Stigmas! Drive Mental Health & Wellbeing Awareness Across Your Organisation With Proactive D&I Strategies Which Create An Open Dialogue Across The Hybrid Setting

- With hybrid and flexible working continuing to gain traction, how can we proactively help and support both office and remote workers with their stresses and anxieties?
- Break down the taboo of discussing mental health in the workplace by creating a psychologically safe environment and providing direct avenues for employees who are struggling
- From awareness weeks to first aiders and specialised services, what does good mental health support look like in practice, and what are employees today expecting from their workplaces?

Tia Priest
Head of Strategic Inclusion
Department for International Trade

Afternoon Break With Informal Networking

14.55 - 15.25

SPOTLIGHT SESSION 2

15.25 - 15.50

A) Gender

Jack Nutley (He/Him)
People Partner, People Colleague Experience
Tesco

B) BLM

C) Disability



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Inclusive Language

15.50 - 16.10

Power Long-Lasting Change By Inspiring A Workforce Ready To Learn & Ensuring Inclusive & Unbiased Language Is Firmly Embedded Into Your Organisational DNA

- Create real and long-lasting change by challenging the everyday use of language. How can you call out exclusionary language without creating an “us and them” environment?
- Connect language to business impact to truly grasp the benefits! Understand how inclusive language can be used to increase your talent pool, retain top talent, boost engagement levels and generate business-critical influence
- Smaller steps contribute to the wider goal! Avoid using archaic language in policies such as family leave to create a workforce absent of exclusionary and gender-bias

Alessandro Storer
Inclusion & Diversity Lead
OVO Energy

Mental Health & Wellbeing- Lego Case Study

16.10 – 16.30

Katie Lloyd
Global Head of Culture & Organisational Development
The LEGO Group



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Inclusive & Diverse Leadership

16.30 – 16.50

Guarantee D&I As A Critical Part Of Your Overall Business Strategy & Secure That All-Important Executive Support & Buy-in By Proving The Value Of D&I Sponsorship, Hitting Representation Targets & Diversifying At The Top Level

- Engage the disengaged! Align your inclusion strategies with the board's agenda to prove the vital work of D&I and covert SLTs from agnostic to dedicated D&I champions
- Programmes, sponsorship, mentoring: what actionable steps can senior managers take to diversify their leadership structures today?
- The D&I conversation will always be relevant, so how can we maintain consistent leadership support for long-term I&D initiatives for meaningful impact?
- What does inclusive leadership look like amid the new digital age, and how can we make sure we consistently evolve with the times?

Romana Bruderer-Schwab, Global Inclusion & Diversity Manager, **Dentons**

Afternoon Chair's Closing Remarks & Official Close Of Conference

16.50

Mandeep Rupra, (She/Her) Head of Equity
Diversity & Inclusion

Citizens Advice

Rob Dowell, Executive Producer
BBC Radio Tees & Co-Chair of BBC RAISED

BBC