

**The Diversity, Gender & Mental Health In Financial Services
Conference**

23rd November 2022
1 America Square, London, EC3N 2LS



Registration, Informal Networking & GIC Welcome

08.30 – 09.00

Morning Chair's Opening Remarks

09.00 – 09.10

Cairene Gilbert
Head of Development & Inclusion
Handelsbanken

Ethnicity & Race

09.10 – 09.30

Translate Constructive Conversations Into Real Action & Change & Promote A Culture Of Growth To Represent & Retain Ethnic Minorities In Financial Services

- Encourage productive conversations to embed the correct terminology in the workplace, reduce fear around topics of discussion, and develop an inclusive environment
- What tools and systems can really tackle microaggressions and unconscious bias in the workplace, and across Financial Services today?
- Broaden your selection criteria and train hiring managers to think differently to make sure that you do not miss out on top candidates from disadvantaged socio-economic backgrounds

Natasha Baugh
HR Manager
Revolut

Gender: Women In Finance – Panel Discussion & Q&A

09.30 – 10.00

Engage, Retain & Support Women In Financial Services To Excel, Develop & Climb The Corporate Ladder With Refreshed, Impactful & Innovative D&I Strategies Guaranteed To Power Momentum & Delivery Real, Lasting Change

- Progress is being made but the gender pay gap continues to be reinforced across Financial Services by the lack of female representation at the top... the time is now to proactively ensure women are supported in strategy and business decisions and are given real opportunities to succeed
- Take the 'Women In Finance Charter' a step further by setting organisational goals which go beyond public targets to get ahead of the curve and truly showcase long-lasting progress and results

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- Tackling the increase of hybrid and flexible working: how can you ensure that you are not reinforcing gender stereotypes in your hybrid workforce?

Lucinda Wakefield
Head of Diversity, Equity & Inclusion
BNY Mellon

Elise Sabran
UK Head of Governance & Culture & Conduct
Societe Generale

Maria Spooner
Head of Partnership Consultancy – Responsible Business
St. James's Place

Charlotte Cobb
Head of HR
Smith & Williamson

Laura Cole
Managing Director, Head of HR UK & Europe
Standard Chartered

Utopia

10.00 – 10.15

**Powering Your Employee Resource Groups In Financial Services: Trends, Insights & Case Studies
On What Works & What Doesn't To Enable Impactful ERGs**

Nadya Powell
Utopia Co-Founder
Utopia

Dr Adrienne Milner
Research and Impacts Director
Utopia

Morning Refreshment Break With Informal Networking

10.30 – 11.00

An Integrated Approach To Supporting Mental Health & Wellbeing

11.00 – 11.15

- The current challenges and issues of supporting workplace mental health
- How developing an integrated strategy can enable accelerated improvement and benefits
- How creativity can be used to accelerate the way we manage workplace mental health issues

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Grant Budge
Managing Director
Integrity Media Ltd



Mental Health & Wellbeing – Panel Discussion

11.15 – 11.55

Drive Mental Health & Wellbeing Awareness Across Financial Services, Move Away From The Burnout Culture & Strive To Make Removing Stigmas & Taboos A Business Priority With Proactive Strategies

- Capture psychological safety in the workplace to drive inclusion and ultimately boost creativity to further your D&I mission across Financial Services
- Where burnout has historically been seen as a badge of honour, move away from the toxic culture of overworking to ease imposter syndrome, stress, burnout and increase mental wellness, engagement, and productivity
- From first aiders, awareness weeks, and specialised services, what are employees across the Financial Services expecting today from their organisation to tackle mental health and wellbeing in the workplace?
- Create an open dialogue and prioritise the onus and emotional labour to make change is not on the ones affected so everybody feels heard and is able to ask for support when needed

Drew Gibson
Head of Inclusion & Wellbeing
Santander

Camilla De Santis
Former HR Consultant
Bank of Baroda

Spotlight Sessions

11.55 – 12.25

A) LGBTQ+

Pips Bunce
Director, Investment Banking Technology
Credit Suisse

B) Transgender

Joanna MacCann
Senior Manager, Group Inclusion & Diversity
Lloyds Banking Group

C) Belonging

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Pierre Harscouet
DEIB Specialist
Checkout.com

- D) Gender
- E) Disability

Lunch & Informal Networking For Delegates, Speakers & Partners

12.25 – 13.25

Informal Breakout Discussions

- A. Belonging

Pierre Harscouet
DEIB Specialist
Checkout.com

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

Afternoon Co-Chairs' Opening Remarks

13.25 – 13.35

Iain Brumpton
Head of People Commercial & Performance
Zurich UK

Bonus Session; Reserved For Exclusive Conference Partner

13.35 – 14.05

Intersectionality – Panel Discussion & Q&A

14.05 – 14.35

A Holistic Approach To Inclusion: Unite The Silos Across Your Organisation By Truly Understanding Your Workforce Mosaic To Capture Intersectionality, Equality & A Drive A Real Sense Of Belonging Across Financial Services

- What does it mean to be truly intersectional across the Financial Services today, and how can you prioritise intersectionality whilst recognising the nuances and different experiences of underrepresented groups?

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- Shift the focus from tackling single strands of diversity to addressing inclusion as a whole to foster a true sense of belonging amongst all employees and prevent alienation
- Boost collaboration by encouraging and empowering staff networks to foster a genuinely open and supportive environment with EDI schemes that are built with everyone in mind

Jonny Briggs

Diversity, Inclusion & Resourcing Director

Aviva

Lavaun Crowther

Human Resources Generalist

Asante Capital Group

Samantha Owo

Senior Inclusion & Diversity Manager (Race Action Plan Lead)

Lloyds Banking Group

Hybrid & Flexible Working

14.35 – 14.55

Reignite Engagement & Empower Your Hybrid Workforce By Adapting Strategies To Maintain Your Company Culture & Continually Advance & Drive Forward D&I Initiatives

- Reflect and adapt to guarantee inclusion as a top business priority no matter the working location of your employees! Top tips on how to harness fundamental societal changes to re-engage your team and promote inclusion inside *and* outside of the office
- Whilst working from home has created further opportunities and increased freedom for some, others have struggled – how can we support everyone's wants and needs moving forward?
- Part-time, job shares, flexible working... with the increased demand for a more flexible work-life balance in Financial Services, how can you ensure you are providing unrestricted development opportunities for all?

Emma Francis

Global Inclusion Lead

Ageas Group

Bonus Session; Reserved For Exclusive Conference Partner

14.55 – 15.25

Afternoon Refreshment Break With Informal Networking

15.25 – 15.55

Disability, Neurodiversity & Accessibility

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15.55 – 16.15



**Tap Into Refreshed, New & Diverse Ways Of Thinking To Combat Barriers To Engagement By
Prioritising & Shining The Spotlight On Accessibility, Neurodiversity & Visible & Hidden Disabilities**

- Unlock the potential of those who feel excluded from the Financial Services due to disability to ensure your products and services suit the needs of a diverse workforce and customer base
- Think outside of the box: key steps your organisation needs to take today to include different ways of thinking to reach new heights of transformation and change
- How can you pinpoint and identify where people continue to feel excluded? Ensure you are thinking about accessibility and looking properly into internal mobility across your organisation to truly diversify and improve representation across the Financial Services

Anouski Roberts

Head of Engagement & Inclusion & Diversity

NewDay

FS Regulatory Approaches

16.15 – 16.35

**Tackle The Lack Of Representation & Diversity In Financial Services By Exploring The Evolving
Regulatory Landscape & Restrictions To Future-Proof Your DE&I Initiatives**

- What exactly does the BoE/PRA/FCA's 'Diversity and Inclusion in the Financial Sector' discussion paper really mean for the industry as a whole? Are we really 'working together to drive change' to the full extent?
- The roadmap to regulative diversity: get ahead of the curve by publishing your representation statistics and pay-gap reports beyond existing requirements and expectations of firms to ensure meaningful change and assess the progress of your D&I journey so far
- D&I is not a box-ticking exercise! Look beyond reports and translate schemes and ideas into real action to champion diversity within Financial Services

Sacha Sadan

Director of Environmental, Social & Governance

Financial Conduct Authority

Data: Trust, Collection & Representation

16.35 – 16.55

**Capture & Translate Critical Data Into Actionable Insights To Monitor Inclusion, Evidence Impact &
Set Ongoing D&I Targets & Goals Across The Financial Services To Truly Celebrate Successes &
Pinpoint Progress Areas**

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- Tackling sensitivity and regulative issues surrounding data collection: explore best practice on how to build and encourage a culture of trust so that employees feel safe enough to disclose their sensitive data
- Benchmark against fellow FS organisations and unearth pitfalls in your D&I strategies by developing initiatives and policies which specifically target these progress areas
- Ensure high response rates and returns on your data collection efforts by maximising engagement through transparent communication about what the data is being used for, and by ensuring the platforms are accessible for all
- Across the Financial Services progress is being made gradually around the gender pay gap, but how can we replicate these improvements to tackle other equally important underrepresented areas for bottom-line results?

Tamar Hughes

Group Head of Talent Development & Inclusion

The Phoenix Group

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

16.55 – 17.00

Iain Brumpton

Head of People Commercials & Performance

Zurich UK