

The Diversity & Inclusion Conference Europe  
23<sup>rd</sup> November 2023  
The Park Plaza Amsterdam Airport Hotel, Amsterdam



# Welcome To The Diversity & Inclusion Conference Europe

## 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:



**The Diversity & Inclusion Conference Europe**  
23<sup>rd</sup> November 2023  
The Park Plaza Amsterdam Airport Hotel, Amsterdam

**08.30 Registration & Informal Networking**

**09.10 GIC Welcome**

**09.20 Morning Co-Chairs' Opening Remarks**

Joanny Lijbers, Head of HR Benelux & Nutrition Europe, **Unilever**



Liliana Pao, Diversity & Inclusion Officer, **European Commission**



## Diverse, Equitable & Inclusive Leaders - Double Perspective

### 09.30 Lead By Example! Challenge Traditional Leadership Styles By Establishing Inclusive Strategies Which Support Your D&I Goals, Increase Visible Representation & Diversify At The Top Level

- Empower, educate and engage equitable leadership by highlighting its importance and guaranteeing D&I as a critical part of your overall business strategy
- Not only does inclusive leadership enhance a company's cultural awareness but it also articulates authentic commitment to diversity, so what strategies can empower all kinds of voices to promote a real sense of belonging and openness today?
- Combat bias and discrimination by supporting and reinforcing D&I strategies from the get-go, how can inclusive leadership support your long-term D&I motives for meaningful impact?

#### 09.30 Perspective 1

Sinisa Plavsin, Vice President Global Engagement, DEIB & Employer Brand, **DHL Express**



#### 09.50 Perspective 2

Roel Van Leeuwen, Director HR Shared Service Centre, **KLM Royal Dutch Airlines**



## Building Inclusive Cultures – Panel Discussion

### 10.10 Do You Walk The Talk? Establish Inclusive Cultures From The Core To Cultivate A Highly Collaborative Workforce That Fuels Innovation & Attracts Top Talent From All Ages & Backgrounds

- Inclusivity doesn't only include men and women but rather all genders, ages, sexualities, abilities and ethnicities, so how can we embed a culture where everyone is truly included and foster psychological safety and support employee wellbeing?
- Combat unconscious bias, micro-aggressions and strengthen communication to reduce turnover rates and boost retention from the get-go
- How can we push beyond PR statements and vision boards to ensure genuine action and change takes place?
- Age is just a number! How can you create a workforce that appeals to all generations and bridges the gap between Gen Z and Boomers?

Nathalie Lam, Head of Global Sponsorship & Lead Inclusion & Diversity Brand Transformation Program, **Philips Global**



Aline Stokes, Inclusion & Diversity Director, **Ipsen**



Anca Georgescu-Aladgem, Senior Director of HR, **Philips**



Jo Heath, Managing Partner, Diversity, Inclusion, Culture & Ethics, **Green Park**



## The Power Of Being An Inclusion Champion

### 10.40 The Power Of Being An Inclusion Champion: How Allyship Can Support Effective Inclusive Leadership Across All Levels

- It's never been more complex being a leader: besides the ability to successfully navigate unpredictable markets and economies, they are also expected to effectively engage with workforce demographics that are more diverse than they have ever been
- We will explore how being an inclusion champion will help not only leaders, but everyone in organizations to successfully navigate this ever-changing global landscape
- Being an ally takes commitment, action and learning. We will explore what this means to leaders in organisations, and what actions everyone can take to champion inclusion in ways that are authentic and meaningful

Matheus Carvalho, Director of Global Inclusion & Diversity Services, **Inclusive Employers**



### 10.55 Morning Refreshment Break, Informal Networking & Protected Characteristics Deep Dives

#### Protected Characteristics Deep Dives:

- a) LGBTQ+
- b) Race
- c) Gender
- d) Trans
- e) Disability
- f) Non-Binary

## Data, Measurement & Impact

### 11.30 Drive Meaningful Change Which Truly Reflects Your Diverse Workforce Mosaic By Maximising Data & Insights To Support Measurable Goals Which Advance Your D&I Agenda

- With limited access to diversity data in the EU, how can you monitor your inclusivity actions and benchmark improvements and success?
- With more and more online systems coming into play, how can we work towards the visibility of minorities, especially when it's becoming more difficult to measure and track?

Kamil Kuhr, Associate Director, Learning & Inclusion, **AstraZeneca**



## Gender Inequalities: Closing The Gender Gap

### 11.50 Mind The Gap! Drive A High-End Multi-Faceted Approach Which Actively Mitigates Gender Discrimination, Tackles Bias & So Much More

- Articulate the pain points for underrepresented genders and unearth strategies which highlight unconscious bias within your organization in order to reduce and eliminate inequalities and drive forward real change
- How can we create a talent pool where all genders have equal access to opportunities and adhere to transparency within organizations?
- Create a holistic approach to parental leave for all genders by demonstrating a real understanding with the need for flexibility before, during and after such occasions

Oliver Ferschke, Head of HR Marketing & Employer Branding, **BMW Group**



## Neurodiversity: Debunk Myths Surrounding Neurodivergent Colleagues

### 12.10 The Diversity In Diversity: Share Best Practice & Translate Awareness Insights Into Real Action By Catering To The Needs of Neurodiverse Employees That Are Proven To Deliver Results

- Debunk the myths surrounding neurodivergent colleagues by creating an inclusive work environment that supports flexibility and boosts productivity
- How can we support neurodivergent employees in virtual settings to promote employee wellbeing and promote a true sense of belonging?
- Investigate the best strategies to ensure neurodivergent employees can tackle stigma and become confident leaders, ensuring long-lasting gain
- Lack of representation can contribute to micro-aggressions and create a sense of exclusion... so which policies explicitly address bias and increase visibility within your company?

Kenny Fredsted, Head of Diversity & Inclusion, **Novo Nordisk**



## The Future of ED&I

### 12.30 The Future of ED&I

Dan Robertson, widely regarded as a global expert on ED&I will share with us, what he sees as the current challenges facing the world of ED&I and core shifts that are changing the ED&I landscape, including, the rise corporate and employee activism, the rise of global identity politics and the need to take a new radical approach from diversity and inclusion to an agenda that focuses on corporate cohesion.

Dan Robertson, Managing Director, **Vercida Consulting**



12.45 Lunch & Informal Networking For Speakers, Delegates & Partners

13.20 Informal Peer-To-Peer Discussion Taking Place During The Networking Break With InChorus



13.55 Afternoon Co-Chairs' Opening Remarks

Fabienne Astier, Global Head of Talent, **Ipsen**



Ingrid Iradukunda, Diversity & Inclusion Chair, **Amazon**





## Bridging The Gap

### 14.05 Fostering Employee Belonging Through An Integrated Approach To DEI & Wellbeing

In today's ever-changing workplace, initiatives like diversity, equity, inclusion (DEI) and wellbeing are rightfully gaining focus. However, their implementation often falls short of driving real, authentic change. Despite good intentions, many organisations struggle to bridge the gap between their DEI and wellbeing aspirations and the actual experiences of their employees.

We believe that the key to unlocking authentic change lies in a holistic approach that seamlessly integrates DEI and wellbeing initiatives into every facet of an employee's journey. By consciously integrating these elements into the very fabric of the workplace culture, we can foster a sense of belonging, fulfilment and peak performance among our people.

Join us as we begin to explore a new approach to DEI and wellbeing. We will share the key principles that empower us to transform workplaces, ensuring that DEI and wellbeing are not just fleeting trends but driving forces for sustainable progress.

Luke-Matthew Iveson, Director of DE&I Centre of Excellence, **Forty1**



Laura Hunt, Senior Engagement Consultant & Wellbeing Lead, **Forty1**



**D&I In A Hybrid Working Environment – Panel Discussion**

**14.20 Renew & Refresh Your DEI Strategies In A Hybrid Era By Nurturing A Diverse Workforce In & Out Of Office That Drives Creativity & Boosts Profits**

- Uncover new methods and strategies to maintain an inclusive work culture in the digital domain by overcoming language barriers, bias and more
- Neurodivergence needs, diverse abilities and mental health support: ensure hybrid working arrangements cater to the needs of all employees to increase productivity and job satisfaction
- Foster a sense of belonging for all employees working both in and out of the office by initiating collaborative and engaging team building exercises which ensure connectivity amongst all

Siri Nomme, Global Head of Diversity, Inclusion & Belonging, **ING**



Lilian Dogiama, Head of Equality, Diversity, Inclusion & Belonging, **Cambridge University Press & Assessment**



Ilze Kuniga Van Merwijk, Policy Officer, Diversity & Inclusion, **European Commission**



Dr. Katharina Schiederig, Head of Global Diversity, Equity & Inclusion Strategy, **Merck Group**



## Prioritise Mental Health & Wellbeing

### 14.50 One Mental Health Conversation At A Time: Explore Real-World & Proactive Strategies To Drive Mental Health Awareness, Create Open, Confidential & Safe Networks Of Support & Break Down Taboos & Remove Stigmas

- Destigmatize mental health in the workplace by truly understanding the kind of strategies which empower and encourage open conversations by creating a psychologically safe environment and providing direct avenues of support
- What does good mental health support look like in practice, and what are your employees expecting you to have in place in 2023 and beyond? Explore the latest strategies, practices and services which could work best for your organization and employees from awareness week activities to trained first aiders
- Tackle the hybrid and remote working model in order to ensure you effectively offer support for employees no matter their location to minimize stresses and anxieties, and create a productive and empowered workforce

#### 14.50 Perspective 1

Birsen Akgunlu, Northern Europe HR Director, **Diageo**



# DIAGEO

#### 15.10 Perspective 2

Ananya Sabharwal, Global Head of HR – Unilever Food Solutions, **Unilever**



## Representation & Inclusion In The UK Police Force

### 15.30 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**



### 15.45 Afternoon Refreshment Break, Informal Networking & Affinity & Employee Network Discussions

#### Affinity & Employee Network Discussions:

- a) Menopause
- b) Neurodiversity
- c) Disability
- d) Accessibility
- e) Allyship

## Making Equal Opportunities A Reality – Socio Economic Inclusion

### 16.15 The Forgotten Pillar Of Diversity: How Can We Ensure Colleagues From All Classes Feel Included While Performing To The Best Of Their Abilities?

- With more and more online systems, how can we work more towards visibility of minorities, especially when it's becoming more difficult to track it?
- Increase social mobility through your recruitment, development and in house workplace activities by diving deep into the roots of socio economic inclusion
- Develop targeted initiatives that address the barriers those from lower socio economic backgrounds face to access career progression and more

Berta Estalayo, Head of Equality, Diversity & Inclusion, **Huawei**



## Inclusive Retention & Recruitment Strategies - Delegate Discussion

### 16.35 Evaluate Your Recruitment & Retention Strategies To Reach Diverse Applicants & Retain Top Talent With Inclusive Recruitment & Onboarding Strategies From The Get-Go

*We would encourage you all to enter into the spirit of the day and to share ideas with fellow delegates. We understand there might be commercial sensitivities behind discussing strategies, however, there is a lot to be gained from sharing theories, mindsets and abstract situations – the person sat next to you might just have that fresh outlook which unlocks new potential!*

## 17.00 Afternoon Co-Chairs' Closing Remarks & Close Of Conference