

The Diversity & Inclusion Conference Europe
23rd 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
23rd 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 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 the screen. Many thanks!

12.50 Lunch & Informal Networking For Speakers, Delegates & Partners

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

Tackling Microaggressions To Build A More Inclusive Culture

Rosie Turner, Co-CEO, InChorus Group



14.00 Afternoon Co-Chairs' Opening Remarks

Fabienne Astier, Global Head of Talent, Ipsen



Ingrid Iradukunda, Diversity & Inclusion Chair, Amazon



Bridging The Gap

14.10 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

14.25 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 – Perspective 1

15.00 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

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



Representation & Inclusion In The UK Police Force

15.25 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**



15.40 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.

15.50 Afternoon Refreshment Break, Informal Networking & Affinity & Employee Network Discussions

Affinity & Employee Network Discussions:

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

Prioritise Mental Health & Wellbeing – Perspective 2

16.20 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
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Birsen Akgunlu, Northern Europe HR Director, **Diageo**



DIAGEO

Inclusive Retention & Recruitment Strategies - Delegate Discussion

16.40 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