

The Diversity & Inclusion Conference, 30th April 2026
Hilton Canary Wharf, London



Welcome To The Diversity & Inclusion Conference London

Official Event 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.

Organised By:



08.15 Registration & Informal Networking

09.00 GIC Welcome & Morning Chair's Opening Remarks

Emma Croft, Head Of People, **The INKEY List**



D&I For 2026 & Beyond – Panel & Q&A

09.10 Charting The Future Of Diversity & Inclusion Beyond Initiatives— Embedding Impact & Legacy

- What does the legacy of current D&I efforts look like, and how can this foundation be built on for the future?
- Celebrate the wins and progress made while shifting away from a deficit mindset to focus on positive impact
- How can organisations embed D&I into everyday decision-making without diluting its meaning or reducing it to a tick-box exercise?
- Dive deep into practical steps and success stories, especially for smaller organisations seeking measurable and sustainable progress

Tinne Ledwitch-Madsen, Head Of Equity, Diversity & Inclusion, **Post Office Ltd**



Jatin Patel, Inclusion & Diversity Director, **England Rugby**



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Kuljit Dhillon, Assistant Director Strategy, Planning and Inclusion, **General Medical Council**



General
Medical
Council

Damaris Cooke, Head Of Relationships, **SignVideo**



 **SignVideo**

Representative, **Evenbreak**

Representative, **Test Gorilla**

09.50 Thank You To Our Conference Partner, Radius Network


Build Better Networks, Together

Inclusive Leadership – Double Perspective

Build Collective Strength By Leading With Empathy & Creating Shared Ownership Of Inclusion

- Evaluate ways to call people in and foster positive engagement with D&I by focusing on empathy, understanding, and shared growth
- Create practical strategies to show leaders and managers why D&I is directly relevant to them, and build collective ownership for inclusion, employee experience and culture
- Ensure senior leaders actively support inclusion efforts, using their influence to drive impact from the top
- Equip leadership with the skills and tools to confidently support diverse employees

09.55 Perspective 1

Joy Hume, Head Of Equality, Diversity and Inclusion, **London Borough Of Waltham Forest**



10.15 Perspective 2

Kathrine Glahn, Director, Global Capabilities & DEI, **Pandora**



10.35 Morning Break With Speed Networking

Navigating Global Change – Fireside Chat

11.05 Maintain Clarity, Consistency & Commitment To D&I Amid Change, Uncertainty & Increasing Polarisation

- Unlock practical strategies to navigate external change and continue delivering impact amid increasingly complex challenges
- Assess the impact of increasing social and political polarisation on organisational culture and employee engagement
- How can you ensure employees feel safe when D&I becomes reframed, deprioritised or politicised?

Mare Heinluht, Diversity & Inclusion Manager, **Bolt**



AI: Navigating Ethical Issues & Practical Applications – Interactive Delegate Discussion

11.25 Harness AI With Integrity By Addressing Ethical Concerns & Bias To Enhance Rather Than Undermine D&I

- Uncover methods to evaluate AI-driven processes in employee lifecycles, ensuring fair outcomes and reducing disadvantages for marginalised communities
- Ensure responsible AI use with critical methods to reduce bias, support neurodiverse talent and address digital inequities
- Streamline your roadmap for ethical AI implementation that enhances human judgment rather than replacing it, balancing automation benefits with responsibility for inclusive outcomes

Authenticity – Double Perspective

Build Authentic D&I Impact & Connect With Lived Experiences To Drive Engagement & Avoid Reputational Risk

- Explore the tension between visible D&I commitment and avoiding performative activism... when does reducing public presence actually undermine progress?
- How are legislative changes and polarisation creating authenticity challenges for organisations balancing values with commercial realities?
- Uncover key new strategies to move beyond traditional D&I approaches and reconnect with the lived experiences that drive real change
- Embed practical frameworks for creating psychologically safe environments, moving from purely ROI metrics to authentic cultural transformation

11.45 Perspective 1

Natasha Hunter, Diversity & Inclusion Manager, **Co-op**



12.05 Perspective 2

Butch Fazal, EDI Lead Men's Game, **The Football Association**



12.25 Topic Generation Submission

We would love to hear your thoughts on potential topics or ideas for one-day brand-led conferences – please do submit any thoughts or ideas via the QR code on the screen. Many thanks in advance!

12.30 Lunch & Informal Networking For Speakers, Delegates & Partners

13.00 Interactive Hot Topic Peer-To-Peer Discussions

a) Multi-Generational Workforce

Roxanne Clark, Head Of Culture & Engagement, **Cabinet Office**



b) The Gender Pay Gap

Shauna Golden, Global Inclusion Senior Manager, **Flutter**



13.30 Afternoon Co-Chairs' Opening Remarks

Emma Allen, Head Of Equality, Diversity & Inclusion, **Greater Manchester Mental Health NHS Foundation Trust**



Preema Saide, Head of Diversity and Inclusion, **Cabinet Office**



Reframing D&I

13.35 Navigate Global Shifts & Broaden Engagement By Reframing How We Communicate Around Diversity & Inclusion

- Innovate with creative approaches that reframe D&I language and positioning, to engage wider audiences without compromising core values or diluting impact
- Harness the power of language around diversity, with key adjustments that can make inclusion work more accessible while maintaining meaningful progress
- Learn by example; how have some organisations successfully repositioned their D&I efforts to remain relevant and effective in today's polarised landscape?
- Develop strategies to broaden inclusion conversations beyond traditional focus areas to encompass veterans, neurodiversity and other underrepresented experiences

Joanne Vazquez-Kirby, Global DEI Lead, **Skyscanner**



Intersectionality & Evolving Workforce – Panel & Q&A

13.55 Navigate Intersectionality By Adapting Organisational Structures For An Increasingly Complex, Multi-Dimensional & Evolving Workforce

- Manage diverse generational expectations across your workforce, from Gen Z's priorities to experienced workers extending careers beyond traditional retirement
- Build pathways for underrepresented talent to advance, breaking through structural barriers in industries like financial, services while addressing socioeconomic and cultural factors
- Deep-dive into practical approaches to reshape traditional role structures through job shares, task-based work and flexible arrangements that unlock senior leadership opportunities across intersectional identities
- Go beyond “what not to say” by providing positive and inclusive language alternatives that enhance communication across multiple dimensions of diversity

Sukhvinder Singh, Associate Director Of Equality, Diversity & Inclusion, **University Of Wolverhampton**



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Yashi Sharma, Human Resources Business Partner, **Air France KLM**



Leah Henry, Associate Director Corporate Sales, Transaction Banking Solutions, **Lloyds Banking Group**



Charlie Hirst, Group Inclusion Strategy Consultant, **Bupa**



Claire Parker, Global Head Of Diversity Equity & Inclusion, **JLR**



Joe Mackley, Head of Strategic Partnerships, **The 93% Club**



93 PERCENT CLUB

Neurodiversity

14.35 Unlock Neurodivergent Talent By Educating Line Managers To Create High-Performance Teams Through Simple Adjustments

- How can small workplace modifications unlock exceptional performance from neurodivergent employees and create loyal, high-retention teams?
- Maximise practical management strategies tailored to neurodivergent strengths, overcoming workplace stigma to unlock untapped potential and drive competitive advantage
- Create key frameworks to embed neurodiversity support across your organisation, from recruitment processes to customer service excellence
- Develop line manager education programs that demonstrate measurable ROI through improved employee engagement, reduced turnover and enhanced innovation outcomes

Matt Herridge, Diversity, Equity & Inclusion Partner, **Virgin Media O2**



Spotlight Sessions: Discuss The Hottest Topics!

14.55 Lets Get Talking! Join Your Industry Peers To Deep Dive Your Discussion Topic Of Choice

LGBTQIA+

Jan Wagner, Equity, Diversity, Inclusion & Belonging Lead, **NHS Dorset County Hospital Foundation Trust**



Accessibility

Harry Benham, Senior Inclusion Manager, **QBE Insurance**



Women

Lisa Essuman, Inclusion & Wellbeing Senior Manager, **Flutter**



Psychological Safety

Tom Davis, Global Diversity, Equity, Inclusion, and Belonging Manager, **Checkout.com**



Feedback & Reflection

15.25 Reflect On Key Insights & Critical Takeaways From The Event So Far

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!

15.30 Afternoon Break With Speed Networking

Deep Dive Case Study With Nestlé: Disability

16.00 Rachel Haynes, Global Diversity, Equity & Inclusion Manager, **Nestlé**



Measuring Success

16.20 Show Impact, Give Meaning To Metrics & Position D&I As A Driver Of Growth

- Utilise effective metrics to measure inclusion beyond traditional diversity statistics, using both data and meaningful impact assessments
- Craft compelling business cases that position inclusive culture as essential financial impact rather than just a social responsibility add-on
- Harness practical approaches to demonstrate retention, talent attraction and innovation outcomes, proving that psychological safety drives bottom-line results

Annisha Taylor, Group Head Of Equality, Diversity & Inclusion, **Ofcom**



Organisational Culture: Belonging & Wellbeing – Fireside Chat

16.40 Shape Your Organisation Beyond D&I Initiatives To Create Environments Where Everyone Thrives

- Shift from target-focused D&I initiatives to building inclusive cultures that fundamentally shape organisational culture and everyday employee experiences
- Construct frameworks to integrate D&I with wellbeing, health and safety agendas, recognising that psychological and physical safety are interconnected organisational foundations
- Empower employees at all levels to take ownership of inclusion, creating collective accountability for lasting cultural change

Hacinta Naidoo, Head of Diversity and Inclusion, **On Running**



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

Emma Allen, Head Of Equality, Diversity & Inclusion, **Greater Manchester Mental Health NHS Foundation Trust**



Preema Saide, Head of Diversity and Inclusion, **Cabinet Office**



Many thanks for joining us!