The 8th Annual Diversity & Inclusion Conference
10th September, The Copthorne Tara Hotel, Scarsdale Place, Kensington, London, W8 5SY



Welcome To The 8th Annual Diversity & Inclusion Conference

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:

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GLOBAL INSIGHT CONFERENCES

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08.30 Registration & Informal Networking

09.00 GIC Welcome & Morning Chair's Opening Remarks

Fay Simpkins, Head of Occupational Health & Wellbeing, **National Highways**



Measurable Impact: DEI Practical Implementations & Takeaways Panel & Q&A

09.10 **Translate D&I Strategy Into Action By Focusing On Delivery Models That Create Measurable & Sustainable Impact**

- Explore real examples that demonstrate how inclusive strategies have been embedded into everyday operations and discover what accelerated progress or created bottlenecks
- How can programmes go beyond pilot phases and embed DEI consistently across functions and geographies?
- Identify common execution challenges, including resource constraints and stakeholder alignment, and gain insight into the methods used to overcome them

Colleen Williams, Equality, Diversity & Inclusion Practice Lead for Children & Families, **Birmingham Children's Trust**



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Jenneh Edem-Hotah (She/Her), Head of Diversity & Inclusion, **IntoUniversity**



Yusuf Ali-Hassan, Inclusion Policy Manager, **Change the Race Ratio**



Chris Holloway, Head of Accessibility, **Recite Me**



Lisa Smyth, VP International Workplace Sales, **Everway**



Jane Hatton Founder/CEO, **Evenbreak**



Neurodiversity In The Workplace

09.50 **Design Working Environments That Unlock Neurodivergent Talent While Strengthening Performance & Productivity**

- Review workplace systems such as recruitment and onboarding through a neuro-inclusive lens and demonstrate how adjustments benefits both individuals and teams
- Apply practical management strategies that leverage neurodivergent strengths, break down workplace stigma, and unlock untapped potential
- How can simple adjustments in the workplace bring out outstanding performance in neurodivergent colleagues while fostering loyalty and long-term team retention?

Temi Fawehinmi, Head of Diversity, Inclusion & Wellbeing, **Hertfordshire County Council**



Inclusive Talent Practices & Unbiased Recruitment - Delegate Discussion

10.10 **Remove Structural Barriers To Opportunity Through Fair & Inclusive Talent Practices**

- How can organisations embed social mobility into recruitment and progression practices while putting safeguards in place to prevent bias in decision-making?
- Consider practical methods for widening access to talent and understand how inclusion strengthens workforce capability
- How can we measure the long-term impacts of inclusive talent practices to maintain reputation and drive positive performance and retention?

10.35 Shoutout by Exclusive Conference Partner Radius Networks

Build Better Networks, Together

10.40 Morning Refreshment Break With Informal Networking

Tackling D&I Fatigue & Backlash Panel & Q&A

11.15 Maintain Credibility, Momentum & Engagement In An Environment Of Growing Resistance & Scrutiny

- Discover practical strategies to respond to changing employee attitudes and external demands, ensuring progress stays aligned with organisational missions
- How can we maintain trust across diverse audiences and understand how messaging has evolved during periods of challenge?
- Set long-term positioning in the context of social and political change, focusing on resilience over reactive responses

Jessica Dyson (She/Her), Director, Performance & Culture, **WHSmith**



WHSmith EST·1792

Karly Stevens, DEI Transformation lead, Product Engineering, **JLR**



JLR

Shereen Morgan, Associate Director Inclusion & Wellbeing, **Flutter Entertainment**



Doug Little (He/Him), Head of Student Equity, **University of Nottingham**



Munir Majid, Equality, Diversity & Inclusion Lead, **Yorkshire Housing**



Building Business Cases For D&I

11.50 **Connect Inclusion Investment To Commercial Performance, Accountability & Long-Term Value**

- Evaluate both financial and cultural drivers using practical frameworks and learn to communicate impact in a way that resonates with senior leaders
- Innovate with creative approaches that reframe D&I language and positioning, to engage wider audiences without compromising core values or diluting impact
- Gain practical techniques for communicating impact at board level while maintaining alignment with wider business objectives

Cheryl Samuels, People & Culture Director, **Guy's and St Thomas' NHS Foundation Trust**



AI: Practical Use Cases & Ethical Issues

12.10 **Use Technology Responsibly To Improve Accessibility While Meeting Legal & Ethical Obligations**

- How can AI improve accessibility across organisations whilst ensuring usage safeguards?
- Build an ethical AI roadmap that enhances critical human judgment whilst still driving inclusive and responsible outcomes
- Draw insights from technology-enabled solutions and examine the impact on productivity, retention, and inclusion

Leena Haque, Senior UX Designer, **BBC**



Sean Gilroy, Senior UX Principle, **BBC**



12.30 **Lunch & Informal Networking For Speakers, Delegates & Partners**

13.00 **Lunchtime Peer-To-Peer Discussions**

A) **Employee Wellbeing**

Karen Horridge, Head of Legal Engagement & Inclusion Programmes, **HSBC**



B) **Allyship & Supporting LGBTQ+ Employees**

Tom Lowes, Inclusion Advisor – Employee Networks, **BAE Systems**



C) **Employee Experience**

Daniel Chan, Senior Wellbeing and Employee Experience Manager, **QBE Insurance**



13.30 Afternoon Chair's Opening Remarks

Rachel Brown (She/Her), Director of Equality, Diversity & Inclusion, **Northumbria University**



Curating Collaboration: Inclusive Leadership

13.40 Embed Inclusion Through Leadership Behaviours That Shape Culture, Trust & Decision-Making

- Establish leadership structures and visible role modelling that embeds inclusive approaches and guarantee that organisational intent is translated into consistent action
- Identify leadership actions that influence belonging and performance and analyse how accountability is reinforced through daily behaviour rather than statements
- Consider psychological safety as a leadership responsibility and recognise signals that reinforce safe and inclusive environments

Wendy Ramshaw, Equality, Diversity & Inclusion Specialist, **Yorkshire Water**



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14.00 **Bonus Session; Reserved For Inclusive Employers**

Inclusion is no longer simply a question of policy or legal compliance.

It's also not a topic which can be easily dealt with through simple, standard training sessions.

In a more polarised and legally complex environment, it has become central to how organisations make sound, defensible decisions.

Stella Sutcliffe is an EDI and HR Strategist. She will speak about the Inclusive Employers' member community, and the trending challenges facing employers, from psychological safety and cultural confidence to positive action and equality impact assessments. She will discuss the importance of the risk mitigation lens and how EDI is vital for organisations prioritising their people, reputation and performance.

The session will explore how organisations can Build Trust and Navigate Change with confidence and resilience.

Stella Sutcliffe (She/Her), Senior Relationship Manager, **Inclusive Employers**



Inclusive Employers

Navigating The Geopolitical Landscape

14.15 **Navigate External Political, Social & Regulatory Forces Shaping Organisational D&I Priorities**

- How are global political shifts, cultural movements, and regulatory divergence impacting on workforces and diversity strategies?
- How can professionals navigate employee expectations and reputational risks during turbulent times and balance competing priorities?
- Review key legislative developments shaping D&I policy globally and understand implications for cross-border operations
- Draw strategies for long-term decision-making that protect credibility and consistency rather than relying on reactive change

Dr Rebecca Loy (She/Her), Diversity & Inclusion Partner, **National Museums Liverpool**



National Museums Liverpool

Inclusion Metrics, ROI & Industry Collaboration

14.35 **Measure What Matters: Demonstrate Impact, Bring Meaning To Metrics & Position D&I As A Catalyst For Growth**

- Examine measurement approaches that go beyond surface-level reporting and discover how insight informs strategy and accountability
- Identify industry-wide challenges as shared responsibility and see how collaboration accelerates progress
- Deep-dive into frameworks for data, standards, and partnerships that demonstrate results and determine the roadmap for scaling programmes

Helen Cooke, Head of Culture & Inclusion, **Metro Bank**



14.55 Afternoon Refreshment Break With Informal Networking

Psychological Safety, Organisational Culture & Wellbeing

15.30 Shape Your Organisation Beyond D&I Initiatives, Imbed Psychological Safety & Cultivate Environments Where Everyone Thrives

- Explore the relationship between psychological safety, decision-making, and performance to fuel inclusion and drive competitive advantage
- Develop frameworks that align D&I with wellbeing and health and safety priorities, recognising that psychological and physical safety are interconnected foundations of organisational success
- Uncover key new strategies to move beyond traditional D&I approaches and reconnect with the lived experiences that drive real change
- Cultivate leadership behaviours that build trust and equip leaders with the skills and tools to confidently support employees in times of tension

Dante Frederick (He/Him), Diversity & Inclusion Partner, **Greater Thameslink Railway**



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Intersectionality In Action Panel & Q&A

15.50 **Shape Organisational Structures To Support Intersectionality For A Diverse, Multi-Dimensional & Evolving Workforce**

- How can we open pathways for underrepresented talent and tackle structural and cultural barriers within industries?
- What approaches can we take beyond ERG's to advocate intersectional thinking at work?
- Making small changes! Harness the power of language around diversity, with key adjustments that can make inclusion work more accessible while maintaining meaningful progress
- Navigate workforce expectations across generations, from emerging talent to late-career employees

Dante Frederick (He/Him), Diversity & Inclusion Partner, **Greater Thameslink Railway**



Safrina Ahmed (She/Her), DEI Partner, **Save the Children UK**



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BAT Case Study: Data & Inclusion

16.20

Fran Fisher (She/Her), Global Head of Employee Listening, **BAT**



Emily Heath, Global Diversity, Equity, Inclusion & Belonging Manager, **BAT**



Disability & Accessibility In The Workplace

16.40 **Design Inclusive Environments & Experiences That Work For All Employees**

- Explore organisational barriers to accessibility across digital, physical, and communication channels and see how gaps affect performance and engagement
- Apply inclusive design principles to internal systems and external touchpoints to support efficiency and trust
- Engage in accountability frameworks that move beyond compliance tick-boxing and drive sustained, collective ownership

Gill Thomas, Diversity & Inclusion Lead, **Balfour Beatty plc**



17.00 **Afternoon Chair's Closing Remarks & Official Close of Conference**

Rachel Brown (She/Her), Director of Equality, Diversity & Inclusion, **Northumbria University**



Northumbria University NEWCASTLE