



THE  
DE&I  
SYMPOSIUM

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As the contemporary workplace continues to evolve, there has been a growing recognition amongst employers that effective Diversity, Equity, and Inclusion (DE&I) initiatives cannot exist in isolation from employee wellbeing. In fact, these two elements are intricately interconnected, with each aspect reinforcing the other in promoting a supportive and inclusive environment for all employees.

It is vital for organisations to facilitate cross-departmental collaboration in order to ensure that both DE&I and wellbeing are seamlessly integrated into the organisational fabric.

By fostering such collaboration, companies can create a harmonious workplace where all employees thrive and contribute to the organisation's overall success.


In recognition of the powerful connection between DE&I and mental health, we have decided to launch the DE&I Symposium as an integral part of the MAD World Summit in 2023.

As the world shifts towards a more inclusive and diverse landscape, this event provides a crucial platform for professionals to gather, network, and share insights across sectors. Leading employers will be presenting their innovative approaches to DE&I and demonstrate how they are setting new benchmarks for success.

Attendees can stay updated on the latest developments in gender equality, allyship, inclusive recruitment, racial inclusion, neurodiversity, reducing bias, disability and more.

This is an invaluable opportunity to learn from industry trailblazers and foster connections that drive meaningful change in the workplace. This minor event is **RESERVED EXCLUSIVELY FOR SENIOR PROFESSIONALS IN DEI** – places are limited to 100 delegates.

**For any questions regarding this event please email:**  
**Mark Pigou** – [mark@makeadifference.events](mailto:mark@makeadifference.events) or  
**Claire Farrow** – [claire@makeadifference.events](mailto:claire@makeadifference.events)



# DE&I Symposium AGENDA

10:20

## Opening and chair remarks



**Pepi Sappal,**  
Founder & Director,  
Fair Play Talks

10:30

## The past, present and future of DE&I

Our speaker, Dan Robertson will provide a brief history of the global DE&I journey today and what he sees as the current future opportunities and challenges. Including - the new business case, the rise of employee activism as a key driver, as well as the challenging of global identity politics and the needs for a shift from workplace inclusion, to corporate cohesion.



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

10:45

## Panel Session: The importance of an inclusive approach to recruitment in your organisation

A diverse team should be your organisation's primary objective, yet diversity cannot exist without inclusion. Creating an environment that welcomes all individuals and supports equal participation and representation, are essential building blocks for creating a diverse team.

- Building a sustainable inclusive recruitment strategy
- Embracing flexible hiring to attract a diverse workforce
- Strengthening manager capability to lead inclusive teams.
- Key tips for reducing bias and recruiting a more diverse workforce in your organisation

Led by:



**Claire Campbell,**  
Consultancy  
Director,  
Timewise



**Frank Kellenberg,**  
Global Head of  
Culture & Inclusion,  
Sandoz



**Tracey Collins,**  
Head of Emerging  
Talent, Diversity &  
Inclusion,  
Kier Group



**Jemma Pearson,**  
Senior Resourcing &  
Inclusion Manager,  
Grant Thornton

11:25

## Panel Session: Building a successful DE&I strategy

There are several components to building a strong DE&I strategy that every global corporation or local organisation must consider if it is to be successful. That is, if the company intends to turn its commitment and any strategic objectives into a viable implementation strategy.

- How to create a global DE&I agenda
- Consideration of perspectives in local areas
- Developing a global approach that is also locally relevant
- How to implement your DE&I strategy
- Making accountability a priority and keeping the DE&I programme on track

Led by:



**Laura Hearn,**  
Founder,  
A Way With Words

**Louise Carvalho,**  
D&I Programme  
Leader, CERN



**Neil Griffiths,**  
Global & European  
DEI Director,  
Kearney



**Asif Sadiq,**  
Chief Diversity,  
Equity & Inclusion  
Officer, Warner  
Bros. Discovery

12:05

## Panel Session: Using a data driven DE&I to drive culture change

Organisations can achieve their DE&I objectives by using a holistic, data-driven approach to driving change. Moving the dial on such efforts however, begins with creating clear goals and KPIs to ensure responsibility and drive new behaviours. Many leaders find it difficult to apply a data driven strategy to DE&I. Common errors include failing to collect data, reporting only positive trends, and favouring quantitative over qualitative data.

- Validating success using key metrics and measurements
- Determining progress accurately to recognise accomplishment
- The importance of defining continuing change objectives to address diversity holistically

Led by:

 <p><b>Michelle Clark,</b> Executive Director of Diversity and Talent, <b>The Children's Society</b></p>	 <p><b>Saida Bello,</b> Director of EDI - Stepping Up Diversity &amp; Inclusion, <b>City of London Corporation</b></p>	 <p><b>Rebecca Ormond,</b> EMEA Head of Diversity, Inclusion &amp; Wellbeing, <b>Sumitomo Mitsui Banking Corporation</b></p>
 <p><b>Natalie Penrose,</b> Head of Legacy, <b>HS2</b></p>	 <p><b>Jessica Schibli,</b> Interim Head of Creative Diversity, <b>BBC</b></p>	 <p><b>Monica Stancu,</b> Senior D&amp;I Manager, <b>Lloyds of London</b></p>

12.45



**Lunch, networking and time to visit the exhibition**






13:45

## Panel Session: Leveraging ERG allies to build a positive organisational culture

Bridging gaps in a diverse workforce is a crucial method for developing and sustaining a good productive culture. Employee Resource Groups (ERGs) are excellent sources of allies, capable of forging partnerships across diversity in all categories.

- How ERGs can leverage allies to drive efforts forward to strengthen a culture of inclusion
- The benefits of ERGs to help resolve issues of inequity

Led by:

 <p><b>Kulbir Shergill,</b> Director of Social Inclusion, <b>University of Warwick</b></p>	 <p><b>Lindsey Bass,</b> Ambassador, <b>Diversity Project - Investment Industry</b></p>	 <p><b>Sofi Musleh,</b> Head of DEI for LGBTQ+ and Gender, <b>Novartis</b></p>
 <p><b>Shelley O'Connor,</b> LGBTQ+ Network Co-Chair, <b>Bank of England</b></p>	 <p><b>Claire Wilkinson,</b> HR Lead, Functions and Wellbeing - Europe, <b>AECOM</b></p>	

14:30

## Panel Session: Benefits of having neurodiverse employees in the workplace

Neurodiverse employees bring unique perspectives and traits to the workplace, such as high levels of empathy and creativity. Many have also overcome challenges in their life that make them great problem solvers.

- How to maintain an inclusive work climate - where all talent can thrive
- How to ensure neurodiverse employees have opportunities for social engagement
- Demonstrating how neurodiversity can increase productivity - impacting the bottom line



Led by:  
**Sobia Afridi,**  
Equality & Diversity  
Specialist,  
**Oxford City Council**



**Harry Benham,**  
Inclusion Partner,  
**QBE Insurance**



**Maryclaire  
Hammond,**  
Chief Human  
Resources Officer,  
**GXO**



**Lawrence  
Howard,**  
Founder & CEO,  
**Thriver**

15:15

## Panel Session: How to promote racial equity in the workplace

Achieving senior leadership buy-in, elevating minority ethnic colleagues into senior roles and tackling racial microaggressions at work, are just a few of the challenges that organisations need to address.

- How to promote race equality in the workplace - best practice initiatives
- Gaining support from senior leaders to drive your racial equity initiatives
- Defining intersectionality - an understanding of how different engagement strategies doesn't work for all

Led by:  
**Michelle Okwudiafor,**  
Communications &  
Engagement Lead,  
**TotalEnergies**



**Annalisa Langton,**  
Head of Engagement  
& Diversity,  
**The Guinness  
Partnership**



**Chelsey Sprong,**  
Head of Social  
Impact & Inclusion  
Partner, **Beazley**



**Prabha Vijayakumar,**  
Head of Vaccination  
Workforce &  
Equalities,  
**NHS England**

16.00

## Chair closing remarks



**Pepi Sappal,**  
Founder and Director,  
**Fair Play Talks**