



WIG D&I CONFERENCE 2025

Agenda, 19 March 2025

Convening diverse perspectives to catalyse inclusive growth

Now in its 11th year, WIG's D&I Conference provides a unique platform to discuss diversity as a driver for benchmarking and collaborating across sectors to create inclusive and high-performance workplaces as key to prosperity.

08:45	Registration
09:30	Welcome and Housekeeping Dr Neil Bentley-Gockmann OBE, Chief Executive, WIG Chloe Hoggard, Vice President, Salesforce
09:45	Opening Keynote Address <i>Susannah Storey, Permanent Secretary, Department for Culture, Media and Sport</i>
10:10	Fireside Chat <i>Dr Nicola Hodson, Chair, IBM UK & Ireland</i>
10:35	<p>Next Generation Leadership – what does the future hold?</p> <p>No matter the sector, we all face similar challenges. A panel of senior and future leaders explore diverse approaches to decision-making and debate how to best develop the future leadership needed to create and sustain inclusive approaches to cross-sector collaboration.</p> <ul style="list-style-type: none"> - Who is the next generation of collaborative leaders, where are they, and how do they think? - How can D&I be harnessed as a catalyst for enabling cross-sector collaboration now and in a changing economic environment? - What insights can we gain from the mindset of future leaders and their approach to decision making to help support future talent development? <p>Featuring <i>Isabella Fasciani, Future Leaders Graduate Scheme, InterGenerational Mobility Co-Lead, Pfizer UK</i> <i>Melbourne Barrett, Chief Executive, MTVH (Metropolitan Thames Valley Housing)</i> <i>Michaela Francis, Regional Vice President for Mid Market, Salesforce</i> <i>Patrick Dunne OBE, Chair, Boardelta, The Royal Voluntary Service, and ESSA</i></p>

11:15	Break
11:40	<p>The Modern D&I Professional</p> <p>With global and local events impacting employees and organisations, it is vital organisations implement effective and agile D&I strategies that align with organisational strategy to improve performance. So, what does it take to be a successful and sustainable D&I professional in 2025 and beyond?</p> <ul style="list-style-type: none"> - Explore how AI and other emerging technologies are supporting D&I professionals and what this means for their roles and organisations - Discuss how D&I teams can effectively deliver when under-resourced, and work in partnership with colleagues across HR, L&D and Talent. - Explore how D&I leaders look after themselves in an increasingly polarised working environment - Discuss how D&I leaders engage and align with the boardroom <p>Featuring</p> <p><i>Bernadette Thompson OBE, Executive Director of Equality, Diversity and Inclusion, King's College Hospital NHS Foundation Trust</i></p> <p><i>Fiona Vines, Chief Inclusion Officer, BT Group</i></p> <p><i>Professor Tim Soutphommasane, Chief Diversity Officer, University of Oxford</i></p>
12:20	<p>Corporate Wellbeing and Standardising Inclusion</p> <p>In this session, we will hear from public and private sector organisations to explore holistic approaches to culture shift to deliver high-performance and meaningful change, and how are organisations are using metrics to drive positive behaviours as inclusion targets are built into procurement processes and are vital to cross-sector working.</p> <ul style="list-style-type: none"> - Hear examples of creating psychological safety in an ever-polarised world, and the differences in approach by organisations across various sectors - Gain insight into the practicalities of cross-sector benchmarking, explore which metrics are most impactful and how reporting differs across the sectors - Explore how organisations track progress in creating more inclusive working environments and access to opportunities? <p>Featuring</p> <p><i>Nikki Kirbell, Global Head of Wellbeing, Rolls-Royce</i></p> <p><i>Rachel Rose, Interim Head of Equality, Diversity & Inclusion, Ofcom</i></p>
13:00	Lunch

14:00	<p>Inclusive by Design</p> <p>With technology at the heart of interactions with employees, colleagues and customers, it is key to ensure accessibility is built in when designing and using new technologies to improve performance. These Digital Inclusion experts will:</p> <ul style="list-style-type: none"> - Share insights from uncovering digital inclusion gaps and best practice tips to removing barriers - Discuss how organisations work in collaboration with external partners to build greater accessibility through digital confidence - Showcase how AI is being used to create more inclusive platforms and interactions with internal and external stakeholders <p>Featuring <i>Andrew Horton, Director Digital and Innovation, British Council</i> <i>Neil Milliken, VP and Global Head of Accessibility & Digital Inclusion, Atos</i> <i>Sherelle Fairweather, Digital Strategy Lead, Manchester City Council</i></p>
14:30	<p>The Talent Debate</p> <p>This session will see senior Talent leaders discuss how to drive growth by bringing the best people with the best talent into your teams, whoever they are and wherever they are from.</p> <ul style="list-style-type: none"> - How do organisations develop the next generation of leaders that reflect the society we live and work in? - What does good look like when building teams with diversity of thought and experience, and how do you make it happen? - How can we encourage more of today's and tomorrow's leaders to move between sectors for career development to build diverse experiences of cross-sector leadership? <p>Featuring <i>Annisha Taylor, EDI Strategist and former BBC Head of Diversity, Inclusion and Belonging</i> <i>Nagina Kayani, Head of Diversity, Equity & Inclusion, WWF-UK</i> <i>Shernett Ranson, Head of Public Appointments Talent & Outreach, Cabinet Office</i></p>
15:00	<p>Case Study: The Inclusive Transformation of Line Managers</p> <p>With last year's change in UK government, and with a mission-led approach demanding employers to think more about aligning diversity and inclusion to drive performance and growth, this session will explore how leaders are navigating this complex environment and owning inclusion in the changing workplace.</p>

	<p><i>Matt Meynell, Deputy Director, Line Manager Capability, Government People Group</i> <i>Krishma Sawami, Performance and Line Management Lead, Ministry of Housing, Communities, and Local Government</i></p>
15:30	Break
15:45	<p>Accepting Challenge and Collaborating to Create Meaningful Change</p> <p>In the final session, a panel of senior leaders will wrap up the conference by challenging the room to collaborate with internal and external stakeholders, senior and future leaders, to develop long term, meaningful change in their organisations and across sectors.</p> <ul style="list-style-type: none"> - Hear examples of how inclusive, high-performing teams have cultivated opportunities for cross-sector collaboration - Explore the value of engaging with peers from outside of your organisation through research, networking and mentoring - Set and commit goals for the year ahead and create partnerships on the day that build on the shared endeavour of delivering growth and prosperity for all <p>Featuring</p> <p><i>Fiona Ryland, Government Chief People Officer, Government People Group</i> <i>Adrian Shooter, Chief People & Culture Officer – UK, Ireland & Global Hub, PMI</i> <i>Sukhvinder Kaur-Stubbs, Chair of Regeneration, Queen Elizabeth Olympic Park</i></p>
16:30	Closing remarks
16:40	Reception/Networking
17:30	Close

Delegate List

Speakers	Bios can be views at the end of this document	
Adrian Shooter	Chief People & Culture Officer – UK, Ireland & Global Hub	PMI
Andrew Horton	Director Digital and Innovation	British Council
Annisha Taylor	EDI Strategist and former BBC Head of Diversity, Inclusion and Belonging	
Bernadette Thompson OBE	Executive Director of Equality, Diversity and Inclusion	King’s College Hospital NHS Foundation Trust
Chloe Hoggard	Vice President	Salesforce
Fiona Ryland	Government Chief People Officer	
Fiona Vines	Chief Inclusion Officer	BT Group
Isabella Fasciani	Future Leaders Graduate Scheme, InterGenerational Mobility Co-Lead	Pfizer UK
Katy Crothall	Head of Talent and Leadership Development	WIG
Krishma Sawami	Performance and Line Management Lead	Ministry of Housing, Communities and Local Government
Matt Meynell	Deputy Director, Line Manager Capability	Government People Group
Melbourne Barrett	Chief Executive	MTVH
Michaela Francis	Regional Vice President for Mid Market	Salesforce
Nagina Kayani	Head of DE&I	WWF–UK
Dr Neil Bentley–Gockmann OBE	Chief Executive	WIG
Neil Milliken	VP and Global Head of Accessibility & Digital Inclusion	Atos
Nicola Hodson	Chair	IBM UK & Ireland
Nikki Kirbell	Global Head of Wellbeing	Rolls–Royce
Patrick Dunne OBE	Chair	
Professor Tim Soutphommasane	Chief Diversity Officer	University of Oxford
Rachel Rose	Interim Head of Equality, Diversity and Inclusion	Ofcom
Sherelle Fairweather	Digital Strategy Lead	Manchester City Council
Shernett Ranson	Head of Public Appointments Talent & Outreach	Cabinet Office
Sukhvinder Kaur–Stubbs	Chair of Regeneration	Queen Elizabeth Olympic Park
Susannah Storey	Permanent Secretary	Department for Culture, Media and Sport
Tom Sapsted	Director of Strategy and Programmes	WIG
Delegates		
Abigail Ward	Policy Manager	Energy Saving Trust
Alex Evans	Strategic Account Executive, Mulesoft	Salesforce
Anja Beriro	Partner	Browne Jacobson
Anna Bodman	Inclusion Diversity and Equality Manager	Metropolitan Police Service

Arveen Graya	Inclusion and Diversity Manager	House of Lords
Barbara Bennett	Director General, Operations	DWP
Beth Jones	Diversity and Inclusion Manager	DCMS
Bridget Tatham	Partner	Browne Jacobson
Carly O’Keeffe	Head of HR	ISS
Carol Pryce	Nursing Workforce Lead	Guy’s and St Thomas’ NHS Foundation Trust
Caroline Green	Senior Partner	Browne Jacobson
Catriona Millar	Inclusion and Diversity Adviser	House of Lords
Charlotte Coldwell	DI Training Group	Ministry of Defence
Chau Nguyen	Finance Officer	FCDO
Clarissa Angus	Head of DE&I	National Archives
David Dinsdale	Industry Value Advisor	SAP
David Pugsley	Public Sector Success Strategist	Salesforce
Demi Hughes	DEI Specialist	Browne Jacobson
Emma Moger	DI People	Ministry of Defence
Emma Stephens	Talent & Performance Specialist	Ministry of Justice
Esther Kwan	Head of Equity, Diversity and Inclusion (EDI) and Corporate Social Responsibility (CSR)	National Audit Office
Flo Chan	Group DEI Director	Combine Will International Holdings Ltd
Fran Goble	Head of Diversity and Inclusion	Metropolitan Thames Valley Housing
Dr Gavin Doyle	EDI Lead	Legal Services Board
Gbemisola Adedipe	Head of HR	Ades Foods
George Williams	DI Resources	Ministry of Defence
Halina Pytlasinska	Counsellor	
Hannah Slater	Head of Client Services, Creative	BFBS
Hetti Barkworth-Nanton	CEO	ploughshare
Dr Itor James	DI Capability Assessment	Ministry of Defence
Jacob Ereth-Purves	HR Strategy Advisor	Homes England
James Arrowsmith	Partner	Browne Jacobson
Jenny Scott	Senior HR Officer	Office for Environmental Protection
Jenny Stickland	HR Manager (Employee Relations & Development)	The British Academy
Jessica Laing	CDI Outer Office	Ministry of Defence
Jessica Williams	Global Equality, Diversity and Inclusion Lead	Mace Group
Jo Lambe		ISS
John Pound	Human Resources Manager	Office for Environmental Protection
Julie Marchant		Guy’s and St Thomas’ NHS Foundation Trust
Justin Placide	Co-Chair	Civil Service Race Forum
Karolina Shaw	Executive Communications Manager	IBM
Kate Stephens	Chief Executive	Chance to Shine
Kelly Warner	DI Training Group	Ministry of Defence

Kendra Schneller	Health Inclusion Nurse Practitioner and Kofoworola Abeni Pratt Fellow	Guy's and St Thomas' NHS Foundation Trust
Kirstie Williams	Joint Head of Civil Service Inclusive Practice (Experience)	Government People Group
Kristina Korsaks	Diversity and Inclusion Officer	IMechE
Laura Davis	D&I and Talent Partner	Associated British Ports
Libby Harvey	Inclusion Lead	AWE
Lindsey Martin	Advisor	Local Government Association
Lisa Newman	Diversity and Inclusion Consultant	Capita
Lorraine Wall	HR Deputy Director	Department for Education
Louis Pope	Strategy and Evaluation Manager	Judicial Office
Madeline Lloyd	Head of Inclusion and Diversity	House of Lords
Marcia Longdon	Partner	Kingsley Napley
Mati Shoniwa	Executive Assistant	Ofwat
Matt Francis	Chief of Staff to Government Chief People Officer	Cabinet Office
Matthew Salmon	Capability Specialist	Ministry of Justice
Megan Johnson	DEI & Employee Engagement Advisor	Browne Jacobson
Michael Conway	Executive Partner Business Transformation Services: Growth Platform Leader, UKI	IBM
Michael Lowe	Interim Associate Director of People and Workplace	Education and Training Foundation
Monica Bason-Flaquer	Aspiring Board Members Programme Delivery Manager	Welsh Government
Murray Grubb	Central Government Lead	Salesforce
Nailaa Iqbal	DI People	Ministry of Defence
Naomi Lynch	Head of EDI Capability	DESNZ
Natasha Gorman	Inclusive Culture Lead	DCMS
Nila Carson		DWP
Oliver Holmes	Head of Diversity, Equity & Inclusion	Browne Jacobson
Oyebanji Adewumi	Director Equality, Diversity & Inclusion	University of Greenwich
Paul Bennun	Head of People Engagement	PMI UK
Penelope Bennett	HR Policy, Diversity and Inclusion Manager	HM Land Registry
Rebecca Dench	Coaching and Mentoring Manager	London Fire Brigade
Rikki Patel	MuleSoft Health Lead: UK/Ireland	Salesforce
Róisín Fitzsimons	Deputy Director of Nursing for Culture and Strategy	Guy's and St Thomas' NHS Foundation Trust
Rosemary Russell	Programme Manager	BT Group
Sam Jones	Head of Business Process Improvement	Associated British Ports
Samantha Riddett	DI Training Group	Ministry of Defence
Sarah Sanyahumbi	Deputy Director, Employee Experience	Foreign, Commonwealth & Development Office
Savanna Patel	EDI Manager	The British Academy
Savita Rana	Associate Director of EDI	Guy's and St Thomas' NHS Foundation Trust
Senda Kavindele	Director, ESG Inclusion, Diversity and Equity	KPMG
Sharon Loivette	Head of DE&I and Social Value	Capita
Shelley Sutton	Chief People Officer	Browne Jacobson

Steph Bright	DE&I Operations Manager	Capita
Suzy McCormick	Head of Diversity	UK Health Security Agency
Tania Kendrick	Defence School of Geospatial Intelligence	Ministry of Defence
Tilly Gramme	DI Africa, Americas & Middle East	Ministry of Defence
Tony Lee	Transport Lead	Salesforce
Tony Nneke	Regional Health, Local Government Lead & iBelong (Equality, Diversity, Inclusion) Director	Salesforce
Victoria Le Fort	Senior Human Resources Business Partner	DWP
Zlatina Loudjeva	Partner	PwC

WIG Team

Abhushan Gautam	Communications Executive
Angie Elrick	Head of Membership and Marketing
Cezanne Ritchie-Hutchinson	Talent Manager
Gina Rico	Leadership Programmes Manager
Hunde Berri	Marketing Assistant
Jamie Wallace	Events and Content Assistant
Joanna Tiffin	Director of Corporate Services
Leo Fedorcio	Events and Content Manager
Lydia Theban Drane	Marketing Manager
Marcin Stepan	Head of Events
Maria Leon	Senior Leadership Executive
Masooma Zaidi	Events and Content Executive
Nia Sinclair	Events and Content Manager
Oliver Rumsey	Membership Manager

Speaker Bios

Adrian Shooter, Chief People & Culture Officer – UK, Ireland & Global Hub, PMI



Adrian Shooter is the Chief People Officer for the UK, Ireland & Global Hub at PMI (Phillip Morris International). He previously served as their Global Chief Talent; Leadership & Learning Officer based in Switzerland. He is a founding committee member of EMBRACE their global racial diversity ERG. He has played a pivotal role in transforming PMI into an innovation led consumer business integrating the best of other industries. Prior to this, he was the Chief Talent & DEI Officer at the Co-op after transformative consumer centred international HR roles at Barclays and AstraZeneca. He previously sat on the Diversity Committee at the Wellcome Trust seeking to drive higher levels of equity across STEM investment. Adrian is a graduate in Psychology from Liverpool University with a Post Grad in HR Strategy from Bristol Business School and a Fellow of the CIPD.

He is also a Freeman of The Company of HR Professionals – focused on promoting and supporting activities across the City of London and beyond. Outside of work he tries to keep up with 3 high energy daughters and partner. He's an avid traveller when not participating in or following sport.

Andrew Horton, Director Digital and Innovation, British Council



Andrew Horton joined the British Council in 2016. He has overall responsibility for global partnership strategy, digital strategy and digital product development across the organisation. Both are key to the innovation agenda in leading change and developing capability.

Previously, Andrew was Director Content and Brand Licensing for Time Inc. (UK) generating growth from +60 brands, cross-platform and internationally. He was also a non-executive board member for NLA Media Access, the content and database business and on the board of the Publisher's Licensing Society. He also worked at the Guardian Media Group and BBC Worldwide.

Andrew has extensive experience of launching products, digital services and business models in international markets and with strategic partners. He is a strong believer in multi-disciplinary approaches to defining and solving problems.

Annisha Taylor, EDI Strategist and former BBC Head of Diversity, Inclusion and Belonging



Annisha stands out as a pioneering advocate for Equality, Diversity, Inclusion and Belonging (EDIB), celebrated for her role in instigating transformative change within some of the UK's most prominent organisations. With a solid history of integrating inclusive leadership and systemic equity across public, private, and volunteer sectors, she has influenced cultures and practices that yield enduring effects at both organisational and industry levels.

As a highly regarded advisor and thought leader, Annisha continually questions traditional norms and leads groundbreaking initiatives that promote inclusive leadership, dismantle systemic barriers and create environments where employees and audiences alike feel recognised, valued and empowered.

Her work transcends simple policy changes, making a profound impact on how organisations understand and implement the concept of belonging. Driven, courageous and unwavering in her mission, Annisha acts as a catalyst for authentic, measurable change in every arena she engages with.

Annisha's dedication goes beyond her professional accomplishments, she is profoundly invested in community empowerment and social change. She actively mentors future leaders through her involvement with Global Purpose Enterprise, drives significant progress as a Trustee at Sutton African & Caribbean Cultural Organisation (SACCO) and influences education opportunities as a school governor in primary schools across South London.

Her steadfast commitment to equity, representation and access transcends boardroom discussions, ensuring that future generations are supported, empowered and prepared to succeed.

Bernadette Thompson OBE, Executive Director of Equality, Diversity and Inclusion, King's College Hospital NHS Foundation Trust



Bernadette Thompson OBE is a distinguished leader in Equality, Diversity, and Inclusion (EDI), currently serving as Director of EDI at King's College Hospital NHS Foundation Trust. With an illustrious 23-year career in the Civil Service, she has left an enduring legacy across major UK Government Departments and Agencies, including the Ministry of Justice, Home Office, HM Treasury, Legal Aid Agency, Cabinet Office, and the Department for Levelling Up, Housing, and Communities.

Fiona Ryland, Government Chief People Officer



Fiona Ryland has been the Government Chief People Officer since September 2022. Fiona joined the Civil Service from University College London (UCL) where she was Vice-President of Operations. Before that, Fiona led the HR, Communications, Corporate Responsibility and Business Excellence teams for Compass Group UK and Ireland. She also has extensive experience of HR management and operations at retailers including Comet, Dixons and Asda - in particular, establishing new apprenticeship and graduate programmes to benefit young people and colleagues at early stages of their career. Fiona graduated in Chemical Engineering from Bath University and also has a BSc in Psychology from the Open University. Outside of work, Fiona is married and lives in the Chilterns. She is an avid Leyton Orient supporter.

Fiona Vines, Chief Inclusion Officer, BT Group



Fiona is the Chief Inclusion Officer at BT Group, leading the strategy on gender balance, racial and LGBTQ+ equity and accessibility for people with disability. She recently completed a Masters of Social Anthropology at SOAS University of London. Prior to joining BT Group in July 2023, Fiona was the Global Head of Inclusion & Diversity at BHP, a multi-national mining company with more than 80,000 employees and contractors. During her 6 years at BHP, female representation increased from 17% to 35% targeting the goal of gender balance by 2025.

Prior to joining BHP, Fiona spent over 20 years in the banking sector in operational and HR roles, including as Global Head of Diversity at ANZ Bank where she gained deep expertise in designing inclusive products and services. Fiona is committed to inclusive and equitable societies and workplaces where no-one is left behind.

Isabella Fasciani, Future Leaders Graduate Scheme, InterGenerational Mobility Co-Lead, Pfizer UK



Isabella Fasciani is on Pfizer's Future Leaders Graduate Scheme, soon to be finishing this year. She has been in the pharmaceutical industry for 5 years in various marketing and supply roles, and is currently working as a therapy area specialist in gastroenterology and dermatology. Beside this, Isabella is Pfizer's InterGenerational Mobility Colleague Resource Group Co-Lead. This CRG aims to advocate for age diversity & social mobility and empower those of all ages and socio-economic backgrounds to unleash their potential in the workplace.

Isabella started her career within Pfizer as a degree apprentice in marketing, experiencing the impact social mobility first-hand, which has fuelled her passion to support others so that where you start in life, doesn't determine what you can become.

Katy Crothall, Head of Talent and Leadership Development, WIG



Katy manages our Talent function, designed to maximise cross-sector learning through operational exposure and one-to-one coaching. Within this she helps co-ordinate and run the Charity Next programme, arrange and facilitate both secondments and mentoring opportunities between sectors. She also directly recruits as part of NED and Trustee recruitment. Before joining WIG, Katy worked as a Director for Badenoch & Clark, a specialist professional services recruitment company, personally

specialising in senior level recruitment to Social Housing, Not-For-Profit and Local Government, as well as sitting on their operational board.

She sits on a customer committee for a Housing Association, and as a Trustee for a Grant Giving Charity. And in her spare time, when not looking after her three children, she enjoys swimming, running and skiing.

Krishma Sawami, Performance and Line Management Lead, Ministry of Housing, Communities and Local Government



Krishma leads on Performance Management and Line Manager Capability at Ministry of Housing, Communities and Local Government. Krishma's role involves supporting over 1800 managers in MHCLG improve their confidence and capability, so they are trusted by their leaders and by the people they manage throughout elements of the employee life cycle. This involves launching and contextualising Civil Service Line Manager Standards, launching Brilliant Line Managers and Managers teaching Managers.

Matt Meynell, Deputy Director, Line Manager Capability, Government People Group



Matt is currently HR Deputy Director for the Line Manager Capability Programme. The programme team developed and launched Line Management Standards across all departments in June 2024 and is delivering a range of products including accredited training to support the over 100,000 line managers across the Civil Service.

Improving line management capability is a priority of the government's People Plan. In previous roles, Matt helped to establish the HR Expert Services that work across all Government departments. He also worked as HR Director for EU Exit in Defra and provided HR leadership in a mental health trust during COVID-19.

Melbourne Barrett, Chief Executive, MTVH



Mel is Chief Executive of MTVH (Metropolitan Thames Valley Housing) one of the UK's leading providers of affordable homes to rent and buy. Mel has extensive experience in local government, housing and regeneration. Prior to joining MTVH Mel was Chief Executive at Nottingham City Council where he provided leadership to the council's 6,000 staff delivering vital public services on behalf of one of the UK's Core Cities, securing economic growth and improving life chances. He also collaborated with others to rapidly deliver the East Midlands devolution deal and oversaw the elections for the first ever East Midlands regional mayor. Mel has a successful track record in the management of large-scale customer facing services, organisational change and transformation initiatives, and working in partnership to deliver large-scale regeneration and development projects. From 2015 to 2020 Mel was Chief Executive of Basingstoke & Deane Borough Council where he guided officers and elected members during the conclusion of a £1.2bn Joint Venture for the 3,500 home first phase of Manydown, a new Garden Community. Mel holds a BSc (Hons) in Land Management, an MBA from City University Business School, London and is a member of the Royal Institution of Chartered Surveyors. He was previously a Commissioner on the Commission for Creating Healthy Cities established by Kellogg College, University of Oxford, in partnership with The Prince's Foundation.

Michaela Francis, Regional Vice President for Mid Market, Salesforce



Michaela is a trailblazing Regional Vice President at Salesforce, driving the sales efforts for Tableau and Salesforce products and services with passion and precision. With over 15 years of experience in sales and leadership, Michaela has earned a reputation as a dynamic, results-oriented leader. Her expertise in crafting and executing high-impact sales strategies, building lasting client relationships, and consistently exceeding revenue goals has made her an indispensable leader in propelling business growth across diverse sectors. While excelling in her role, Michaela's impact extends far beyond sales metrics. A steadfast champion of DE&I, Michaela has devoted her career to fostering workplaces where everyone—regardless of background—has an opportunity to thrive. Her leadership philosophy revolves around creating inclusive environments that empower individuals to reach their full potential. Michaela firmly believes that diversity is not only a moral imperative but a powerful driver of innovation, creativity, and sustained excellence.

Nagina Kayani, Head of Diversity, Equity & Inclusion, WWF-UK



Experienced Diversity, Equality & Inclusion practitioner with a demonstrated history of working across public sector and charity sector. Skilled in developing and delivering DEI interventions, Programme & Project management, Community Engagement, Leadership, Contract Management, Positive Action initiatives, Policy development and review Team Leadership, and Employee Engagement.

Dr Neil Bentley-Gockmann OBE, Chief Executive, WIG



Neil joined WIG as CEO in May 2023 at a time when the charity's purpose of encouraging better leadership, dialogue and collaboration across sectors for social, economic and environmental benefit is more vital than ever.

Neil spent over seven years as CEO at the charity WorldSkills UK, a network for raising training standards in apprenticeships, technical and professional education to world-class levels. Neil was previously Deputy Director-General and Chief Operating Officer at the business organisation the CBI, working for 12 years at the highest level of the business and government interface nationally and internationally.

Neil was also the former CEO of OUTstanding, a business network for LGBT leaders and their allies, and former deputy chair of Stonewall, the LGBT equality charity. He holds a PhD in race equality in the workplace and was awarded an OBE for services to diversity and inclusion in the 2019 New Year's Honours List. In 2019, Neil was also awarded an honorary doctorate by Middlesex University for services to STEM education.

Neil enjoys reading and travelling and supporting his husband in the garden.

Neil Milliken, VP and Global Head of Accessibility & Digital Inclusion, Atos



Neil Milliken is VP – Global Head of Accessibility & Digital Inclusion at Atos and a member of the Atos Research Community (ARC).

Neil is a leading strategist and community builder with over two decades of experience within the Accessibility and Assistive Technology fields and served as invited expert for the W3C Cognitive Accessibility Taskforce and on the Global Leadership Council for the IAAP (International Association of Accessibility Professionals).

Neil is a member of the Board of Directors for World Institute on Disability, Non Exec Member of the Board at Genius Within, member of the advisory board of the Valuable500 & Served as Chair of the Diversity Board for Institute of Coding.

He is co-founder of AXSChat a Social Media Community & Podcast with a focus on Accessibility & Inclusion. Neil is dyslexic and has ADHD, he advocates for people with neurodivergent conditions as well as other disabilities and additional needs.

Dr Nicola Hodson, Chair, IBM UK & Ireland



Dr Nicola Hodson was appointed Chair, IBM UK and Ireland, in January 2025. Prior to taking on this role, Dr Hodson served as Chief Executive IBM UK and Ireland, a position she held for two years.

Dr Hodson is an accomplished technology industry leader with a deep understanding of the challenges facing the tech industry, as well as extensive experience in business and digital transformation. In 2023 and again in 2024, Dr Hodson ranked highly in Computer Weekly's list of the 50 most influential people in UK technology, and in CRN's 2024 A-List.

Dr Hodson held senior positions at Microsoft for 15 years, including as a global leader of the transformation of the Microsoft commercial sales, marketing and operations business and UK Chief Operating Officer covering its UK commercial and consumer business.

As Deputy President of techUK, the trade association for the IT industry, Dr Hodson has a wide breadth of experience and understanding of the tech sector, from large companies to start-ups, coupled with significant experience in the energy sector. She has extensive Board experience across multiple sectors, including Beazley plc, Drax Group plc, the Department for Science, Innovation and Technology (DSIT). She has formerly served as a non-executive at Ofgem, the UK Council for Child Internet Safety, the Child Exploitation and Online Protection (CEOP) group, as a governor of Bradfield College, and as a director of start-up Bramble Energy.

Dr Hodson previously worked in the IT and business services division of Siemens, at CSC (now DXC), as a management consultant for EY and in the nuclear industry at BNFL.

Dr Hodson holds an MBA and a PhD in Engineering. She is married with three sons and two stepsons, loves outdoor pursuits and is a keen motorbike enthusiast.

Nikki Kirbell, Global Head of Wellbeing, Rolls-Royce



Nikki leads the international employee wellbeing strategy for Rolls Royce and believes in a proactive, collaborative approach to modern workplace wellbeing, that drives long term meaningful outcomes for the individual, business, and wider community.

Nikki previously headed up the award-winning integrated employee health and wellbeing programme for Unilever UK and Ireland and was a key driver for Unilever's innovative global centre of excellence approach, piloting and leading wellbeing best practice for the group.

Nikki places her continued success on strong internal and external networks, remaining employee needs focussed throughout and is driven to ensure the workplace is somewhere everyone can thrive.

Patrick Dunne OBE, Chair, Boardelta, The Royal Voluntary Service, and ESSA



Experienced Chair with extensive experience of working with boards in Europe, Asia and North America. Currently Chair of board consultancy Boardelta and the charities the Royal Voluntary Service and ESSA- Education Sub Saharan Africa.

Executive experience with Air Products and FTSE 100 3i Group plc where he was a member of its Operating committee.

He is the author of the award winning "Boards" and co-author of the recently published "Five generations at work – How We Win Together for Good.

Patrick was awarded an OBE in the King's 2023 Birthday Honours list for services to charity and philanthropy in Africa and the UK.

Rachel Rose, Interim Head of Equality, Diversity and Inclusion, Ofcom



Rachel Rose is currently the Interim Head of Equality Diversity and Inclusion at Ofcom, the telecommunications and media regulator. Rachel previously worked at the Department of Health and Social Care as a Senior Project Delivery Business Partner, supporting the delivery of major projects and portfolios that exceed £304 billion in budget. Prior to that, she held a number of different HR and EDI roles in recruitment, (assessing, measuring and monitoring the outcomes for candidates with protected characteristics) and policy. During her time at the Ministry of Justice, she was also Head of Race, LGBT+ and Faith and belief, where she helped create and implement the

Race Action Plan, a strategy for improving conditions for approximately 95,000 staff and many clients using evidenced based research and data. She has also has a Masters Degree in Occupational and Organisational Psychology.

Sherelle Fairweather, Digital Strategy Lead, Manchester City Council



Sherelle is currently responsible for the implementation of the citywide ambitious Manchester Digital Strategy, which focuses on the relationship between tech and socioeconomics within a place. With a background in the arts and over 10 years' experience within the inequalities and social change space, Sherelle is conscious about the role of tech and creativity in creating solutions for real change and public good.

As a coach, Sherelle is passionate about creating spaces for self-reflection and agency. Enthused by projects that enable people to live their lives full, Sherelle is also a board member for Manchester Animation Festival and Community Arts Northwest; Chair of Proper Job Theatre; and facilitator and mentor with the Future of Greater Manchester.

Shernett Ranson, Head of Public Appointments Talent & Outreach, Cabinet Office



Shernett Ranson took on her role as Head of Public Appointments Talent and Outreach with a cross-government focus in July 2023 where she oversees efforts to attract members of the public to serve as public appointees.

Prior to her appointment she was a Senior Policy Advisor for machinery of government (mergers and acquisitions) changes across the public sector landscape.

Shernett spent eleven years in the National Crime Agency (NCA) (formerly the Serious Organised Crime Agency (SOCA)) supporting law enforcement efforts in tackling child sexual in the UK and overseas.

She has 20+ years' experience in the civil service across a number of departments and policy areas.

Sukhvinder Kaur-Stubbs, Chair of Regeneration, Queen Elizabeth Olympic Park



Sukhvinder Kaur-Stubbs is a leader in advancing diversity, social inclusion, and community empowerment. As Chair of Regeneration at the Queen Elizabeth Olympic Park, she drives inclusive growth to benefit East London's diverse communities in partnership with East Bank Partners and local authorities.

She is a Board Member of the Regulator for Social Housing and the Standards and Regulation Board at RICS, as well as Chair of the independent Customer Challenge Group at Thames Water, where she oversees services impacting 15 million people.

Previously, Sukhvinder has chaired two NHS trusts and now leads a management consultancy specialising in Board Development. She has pioneered efforts to embed equality and inclusion throughout her career. As CEO of the Runnymede Trust, she united advocacy groups across Europe to establish the nine protected characteristics enshrined in the 2010 Equality Act. Later, as CEO of the Barrow Cadbury Trust, she influenced youth justice policies and launched international initiatives promoting cohesion in increasingly diverse cities.

Her advisory roles for government have spanned consumer protection for vulnerable populations and championing regulation in the public interest.

Sukhvinder's work is deeply informed by her lived experience as a first-generation migrant growing up in inner-city Birmingham, where girls were often discouraged from pursuing education. Defying these barriers, she earned a top award from Oxford University and continues to use her voice to ensure inclusivity remains at the heart of progress.

Susannah Storey, Permanent Secretary, Department for Culture, Media and Sport



Susannah Storey is the Permanent Secretary at the Department for Culture, Media and Sport.

Previously, Susannah was Director General for Digital Technologies and Telecoms at the Department for Science, Innovation and Technology (DSIT) and Director General for Digital and Media Policy at the then Department for Digital, Culture, Media and Sport.

Prior to this role, Susannah was Director General at the Department for Exiting the European Union. Before joining DExEU, she held a number of director roles at BEIS, DECC and UK Government Investments.

Professor Tim Soutphommasane, Chief Diversity Officer, University of Oxford



Tim Soutphommasane is Chief Diversity Officer at the University of Oxford and Professor of Practice in Human Rights and Political Theory. He is Senior Research Fellow at Balliol College and also holds a professorial appointment at the University of Sydney.

Tim's research focuses on questions of patriotism, multiculturalism, race, human rights and leadership. He is the author of five books: *On Hate* (Hachette, 2019), *I'm Not Racist But ... 40 Years of the Racial Discrimination Act* (New South, 2015), *Don't Go Back To Where You Came From: Why Multiculturalism Works* (New South, 2012), *The Virtuous Citizen: Patriotism in a Multicultural Society* (Cambridge University Press, 2012) and *Reclaiming Patriotism: Nation-Building for Australian Progressives* (Cambridge University Press, 2009). He is currently working on an Australian Research Council funded project investigating the ideologies and practices of anti-racism in Australia.

Tom Sapsted, Director of Strategy and Programmes, WIG



As Director of Strategy and Programmes, Tom is responsible for overseeing the WIG Events & Content team and the Membership team. The main focus is to ensure WIG continues to be the leading platform for constructive collaboration between government, industry and the not-for-profit sector. Tom originally joined as Head of Content and Events in 2017. Before joining WIG, Tom worked across both government and industry. He ran the energy division for a commercial conference company, worked within the Department for International Trade, and developed new business for an independent TV production company that worked exclusively with not-for-profits.

Tom graduated from UCL with a BA (Hons) in History and subsequently picked up a Masters in International Security and Global Governance from Birkbeck.

Outside of WIG, Tom is a keen Tottenham Hotspur fan and spends time exercising, and walking his dog.