

The Whitehall & Industry Group D&I Week – a cross-sector approach in unprecedented times



WIG

The Whitehall & Industry Group
connecting the sectors

15th – 18th March 2021

DAY ONE The Business Case for D&I		
14:00 – 16:45 <i>hosted and chaired by WIG</i>		
14:00 – 14:40	14:40 – 15:20	15:50 – 16:45
<p>Public Sector Keynote: Leading Through and Creating Change</p> <p>This presentation will cover:</p> <ul style="list-style-type: none"> • The role of a Civil Service Gender Champion • What the Civil Service is doing to close the Gender Pay Gap • Inclusive leadership <p>Plus interactive Q&A</p>	<p>Private Sector Keynote: Taking a Stand for Representation Across the Board</p> <p>This presentation will cover:</p> <ul style="list-style-type: none"> • Acting on the lack of Ethnic Minorities represented at board level • Recognising and eliminating bias • Allyship and the role of the CEO in D&I <p>Plus interactive Q&A</p>	<p>Panel: Developing an Inclusive Talent Strategy</p> <p>We've brought together an expert cross-sector panel to discuss:</p> <ul style="list-style-type: none"> • What are the main obstacles to developing an entirely inclusive talent strategy? • How can we dismantle structural and processual barriers to inclusion and level the playing field throughout the talent lifecycle? • How do we address the lack of Ethnic Minority Board Directors? • The impact of COVID on Social Mobility <p>Plus interactive Q&A</p>
	<p>15:20 – 15:50</p> <p>Interactive audience discussion</p> <p>This discussion will cover:</p> <ul style="list-style-type: none"> • Developing and encouraging future Ethnic Minority leaders • How social mobility is key to change and avoiding groupthink 	

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DAY TWO The New Normal Workplace: Responding to COVID-19		
10:00 – 12:45 <i>hosted and chaired by WIG</i>		
10:00 – 11:00	11:00 – 11:40	12:10 – 12:45
<p>Panel: D&I in ‘the new normal’ workplace</p> <ul style="list-style-type: none"> • What are the impacts of COVID-19 on the D&I agenda and what will it look like in workplaces of the future? Has COVID-19 presented fresh new challenges or has it marked a need for re-invigoration of the agenda and a return to old the stomping ground? • Has COVID-19 damaged or enhanced the business case for D&I? How can we reconfigure the business case to remain relevant in turbulent times? Do we need to? • How can we re-engage senior leaders in the agenda when many of them are dealing with a burning platform? Is sponsorship and mentorship enough? <p>Plus interactive Q&A</p>	<p>Public Sector Keynote: D&I in the wake of COVID-19</p> <p>This presentation will cover:</p> <ul style="list-style-type: none"> • Maintaining staff wellbeing and morale throughout the ongoing pandemic • Empowering people to be resilient and resourceful during the pandemic • Reacting to a global pandemic, ensuring people are at the heart of decision making <p>Plus interactive Q&A</p>	<p>Private Sector Keynote: Protecting, championing, and enabling staff through a pandemic</p> <p>This presentation will cover:</p> <ul style="list-style-type: none"> • The of the role CEO in developing and implementing a truly inclusive and trusting workplace • Giving a voice to the unheard • Putting D&I as the focus point for the Board <p>Plus interactive Q&A</p>
	<p>11:40 – 12:10</p> <p>Interactive audience discussion</p> <p>This discussion will cover:</p> <ul style="list-style-type: none"> • Challenges presented to staff wellbeing and inclusion by remote working • Bringing staff back to the workplace as we recover from the pandemic 	

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DAY THREE Leadership and Building on the Momentum of BLM		
14:00 – 16:30 <i>hosted and chaired by WIG</i>		
14:00 – 14:40	14:40 – 15:30	15:30 – 16:30
<p>Public Sector Keynote: Diversity in the public eye</p> <p>This presentation will cover:</p> <ul style="list-style-type: none"> • The role of developing and supporting representation both on and off air • Diversity in the public eye, and the road to 50:50 gender representation • Steps to achieving real change and creating an open culture to support and develop new talent <p>Plus interactive Q&A</p>	<p>Audience Discussion / Masterclass: Ethnic Minority Leadership Programme</p> <p>This discussion will cover:</p> <ul style="list-style-type: none"> • Practical steps to developing Ethnic Minority leaders for the present and the future • Real measures to removing barriers for career progression at all levels 	<p>Panel: Building on the Momentum of BLM</p> <p>What does the Black Lives Matter movement mean for D&I?</p> <ul style="list-style-type: none"> • How do organisations implement change and build on the momentum of BLM to create a more diverse, open and inclusive culture? • How to combat racism, discrimination, and unconscious bias in the workplace • Building and sustaining trusted leadership and a culture of belonging <p>Plus interactive Q&A</p>

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DAY FOUR Intersectionality and the Use of Data within D&I		
10:00 – 12:40 <i>hosted and chaired by WIG</i>		
10:00 – 10:35	11:10 – 12:00	12:00 – 12:40
<p>Not-for-Profit Keynote: Intersectional Approach to D&I</p> <ul style="list-style-type: none"> • What does true intersectionality look like? • How can you build an intersectional approach into your organisation's D&I strategy? <p>Plus interactive Q&A</p>	<p>Panel: Supercharging D&I through data and evidence</p> <ul style="list-style-type: none"> • What is the case for developing an evidence-based approach to D&I? • How can we move from diversity targets to truly measuring inclusion? • How can we use data and evidence to achieve meaningful change and increased efficiency? • Why is the standardisation of D&I metrics across sectors and industries important? What steps do we need to take to achieve this? <p>Plus interactive Q&A</p>	<p>Private Sector Keynote: What do the next 10 years look like for D&I across the sectors?</p> <p>This presentation will cover:</p> <ul style="list-style-type: none"> • Using data and technology to simplify D&I processes • Developing and localising global D&I initiatives • What the next 10 years look like for D&I on a global scale: challenges and opportunities <p>Plus interactive Q&A</p>
10:35 – 11:10		
<p>Interactive audience discussion</p> <p>This discussion will cover:</p> <ul style="list-style-type: none"> • Adding an intersectional approach • Menopause and andropause policies 		