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WIG D&I conference 2022

A cross-sector perspective on the future of Diversity and Inclusion

Thursday 3 March 2022

Now in its 8th year, The Whitehall & Industry Group Diversity & Inclusion Conference 2022 will bring together experts from the public, private, and not-for-profit sectors to discuss what the future holds for ED&I.

09:00	Registration	
09:30	Welcome The Whitehall & Industry Group and Institute of Physics	
09:45	Opening Public Sector Keynote Address The Role of Inclusion Champions within the Civil Service Rupert McNeil , Government Chief People Officer, Civil Service HR	
10:10	Opening Private Sector Keynote Address Increasing Diversity within Senior Leadership Ivan Menezes , Chief Executive Officer, Diageo plc	
10:35	Panel Discussion The View from the Top: A cross-sector perspective on leadership and D&I Talking points to include: <ul style="list-style-type: none"> - What role do senior leaders have in the D&I agenda? - How building and sustaining trusted leadership can lead to a culture of belonging - The value of an inclusive organisation, and how the boardroom acts on D&I strategies Featuring: Zaid Al-Qassab , Chief Marketing Officer and Inclusion & Diversity Director, Channel 4 Sandra Wallace , Partner and Joint Managing Director UK and Europe, DLA Piper and Social Mobility Commissioner	
11:15	Break	
	Room 1	Room 2
11:30	Workshop Support for EDI Professionals: Recognising the value of peer networks Talking points to include:	A Cross-sector Focus on Staff Networks: Turning discussions into holistic positive organisational change Talking points to include:



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	<ul style="list-style-type: none"> - With the onset of the pandemic, the spotlight on BLM, growing media focus on the safety of women and girls plus all the questions around wellbeing throughout the pandemic, HR and D&I professionals can often be expected to have all the answers - In this session learn how D&I practitioners have managed these expectations - Understand the importance of building a support network amongst peers <p>Featuring: Lucy Adler, Head of Inclusion & Diversity, Commercial Banking, Lloyds Banking Group Sarah Bakewell, Head of Equality, Diversity & Inclusion, Institute of Physics Ira Read, Director of Diversity & Inclusion, The LEGO Group</p>	<ul style="list-style-type: none"> - Learn the similarities and differences of staff networks that exist across the public and private sector, and what can be learnt from one another - Discuss how networks interact with senior leadership teams, and engage with the broader organisation - Understand how staff networks can become more than discussion groups, and have meaningful positive impact on the workplace - Asses the importance of intersectionality within staff networks <p>Featuring: Brian Stanislas MBE, Co-Chair, Cross-Government Flexible Working Network, Senior Projects Coordinator, Cabinet Office Samantha Neath, Diversity and Inclusion Lead, and past co-chair of LGBTQ+ network, OutLinkUK, BAE Systems Rashmi Ghai, Director, Global Capital Management, and Co-Chair Roots Network, Citi</p>
12:10	Room change-over	
12:15	<p>A Cross-sector Focus on Racial Equity: From BLM to ethnicity pay gap reporting</p> <p>Talking points to include:</p> <ul style="list-style-type: none"> - Can ethnicity pay gap reporting drive real change, and how is it being implemented across the sectors? - How can leaders deliver on commitments to anti-racism and move beyond policies to practical outcomes? - What does BLM now mean to D&I practitioners, and how has polarisation around the politics impacted the structural challenge of inequality <p>Featuring: Marcus Bell, Director, Equality Hub, Cabinet Office Andrea Callender, Director, Equality, Diversity and Inclusion, Arup Raj Morjaria, Head of Diversity and Inclusion, Direct Line Group</p>	<p>Workshop A Spotlight on Free Speech: Igniting debate amongst values driven workforce</p> <p>Discussion points to include:</p> <ul style="list-style-type: none"> - Can free speech vs. values debates lead to greater trans-inclusion within organisations? - How can leaders manage changing employee values and expectations of their organisations? - Does an emphasis on inclusion encourage open and honest discussions?



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13:00	Lunch	
	Room 1	Room 2
14:00	<p>Changing the Approach to Mental Health in the 'New Normal' Workplace</p> <p>Discussion points to include:</p> <ul style="list-style-type: none"> - How can D&I professionals help to manage the blurring divide between work and home? - What can be done to address burnout and avoid higher rates of staff attrition? - Has the return to office working allowed for open conversations and a more natural approach to mental health first aid? <p>Featuring: Dinesh Bhugra, Professor Emeritus Mental Health & Cultural Diversity, King's College London Chanelle Gray, Deputy Director D&I, Wellbeing & Culture, Department for Health and Social Care</p>	<p>A Cross-sector Discussion on Intergenerational Working</p> <p>Discussion points to include:</p> <ul style="list-style-type: none"> - How can organisations manage the differing intergenerational expectations of what work is and should be? - What can senior leaders learn from reverse mentoring? <p>Featuring: Kulbir Shergill, Director of Social Inclusion, University of Warwick Kate Bonham, Assistant Director, People Services, London Fire Brigade Dr Laura Crawford, Occupation Health Physician, Health Management</p>
14:40	Room change-over	
14:45	<p>Workshop Embracing Neurodiversity: Cross-sector approaches to creating an inclusive environment</p> <p>Discussion points to include:</p> <ul style="list-style-type: none"> - How can D&I practitioners attract neurodiverse talent to their organisations - Developing strategies to ensure your organisation creates an inclusive environment for neurodiverse talent - Can encouraging employees to declare neurodiverse traits help to foster open conversations and further understanding - Does hybrid working create better development opportunities for neurodiverse talent? <p>Featuring: Catriona Campbell, Client Technology & Innovation Officer, UK&I, and Head of UK Neuro-Diverse Centre of Excellence, EY</p>	<p>Cross-sector Insights on Measurement: Delivering the impact of EDI</p> <p>Talking points to include:</p> <ul style="list-style-type: none"> - How can D&I leaders present qualitative data to show the impact of their work? - Selling the business case for D&I to the unconvinced - What is the spirit of EDI, and how can you measure its impact? - Can standardization of data help to drive progress behind disability inclusion?



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	Jessica Gosling , Co-Chair, Civil Service Neurodiversity Network	
15:25	Break	
15:40	Keynote Re-building Workforce Resilience Considering the Disproportionate Impact of COVID-19 on Ethnic Minorities	
16:10	Closing Keynote The Future of Senior Leadership is All Inclusive Bina Mehta , Chair, KPMG	
16:40	Closing remarks	
16:45	Reception/Networking	
17:30	Close	