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**DIVERSITY**  
**12.02.2019**

We put the spotlight on the topics everyone is talking about, and deconstruct the mediaspeak to consider what it really means for our organisations.

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# DIVERSITY: WHAT LIES BEYOND THE BUZZWORD?

12TH OF FEBRUARY 2019 • QEII CONFERENCE CENTRE, LONDON

## What to expect at a ‘State of the Sector’ Event

These half-day seminars are aimed at charity chief executives, senior leaders and trustees who want to keep their finger on the pulse and move beyond buzzwords to a more in-depth understanding of the key issues affecting our sector. We put the spotlight on the topics everyone is talking about, and deconstruct the mediaspeak to consider what it really means for our organisations.

**08:20** Registration, morning coffee & networking

**08:50** **Chair's welcome:** **Helen Moulinos**, chief operations officer, Stonewall

**09:00** **Keynote: Empowering you, your staff, volunteers and beneficiaries to champion inclusivity**

- The importance of intersectional understanding of diversity
- Life in the UK for a BAME trans person
- Living every day as an inclusive leader – day-to-day actions, language and attitudes to promote equality, diversity and inclusion
- Developing and delivering training in building safe spaces for BAME trans staff, volunteers and beneficiaries
- Who is not here? Understanding how to take the conversation beyond this room to colleagues and peers

**Sabah Choudrey**, queer and trans writer and speaker, community activist

**09:30** **Diversity Leadership Strategy**

- Understanding that true diversity is about breadth of thought, new ideas and encouraging debate, not box-ticking and token-collecting
- Placing equality, diversity and inclusivity as an integral part of your development plan
- Reflecting on what practices may be occurring in your organisation which are a barrier to true inclusivity
- Building networks with other organisations to promote diversity
- Setting targets and properly resourcing equality, diversity and inclusion initiatives

**Girish Menon**, chief executive, ActionAid UK

#### 10:00 Promoting the workplace wellbeing of people who experience discrimination

- Understanding that people with different and intersecting protected characteristics experience differing emotional and psychological needs
- Creating open safe spaces with leadership buy-in
- Combatting denial of the validity of people's experiences
- Assessing how isolation can impact performance and wellbeing – importance of having more than one person with a given protected characteristic

**Alison Lowe**, chief executive, Touchstone Mental Health

10:30 Coffee and networking

#### 10:50 Improving access and inclusivity to staff who have access requirements, who are deaf or disabled, or who have a long-term health condition

- Making positive steps to attract and promote staff who have access requirements, who are deaf or disabled, or who have a long-term health condition
- Understanding the practical implications of individual needs among staff who have access requirements, who are deaf or disabled, or who have a long-term health condition
- Implementing practical ways to improve the accessibility and inclusiveness of your workplace, its policies and procedures
- Assessing the importance and impact of reasonable adjustments and flexible working arrangements in the workplace

**Suzanne Bull MBE**, chief executive, Attitude is Everything

#### 11:20 If you treasure it, you will measure it

- Learning how to comprehensively measure diversity, equality and inclusion to understand how your organisation is performing
- Auditing what level of seniority staff are at, not just how many
- Auditing your recruitment process and pipeline; who is not applying and why?
- Improving the progression and retention of diverse staff

**Tessy Ojo**, chief executive, Diana Award

#### 11:50 Recruiting, mentoring and progressing – Panel discussion

- Barrier-free recruitment: creating an organisational structure where everyone could be “the right fit”
  - ♦ Avoiding unconscious bias and ensure a diverse group of candidates
  - ♦ Moving focus away from accolades and towards demonstrated skills
  - ♦ Valuing lived experience in staff recruitment
  - ♦ Ensuring candidates share organisational values, not organisational culture
  - ♦ Establishing an inclusive recruitment audit
- Making prospective and current staff and trustees feel comfortable, welcome and included: the importance of visibility of diverse people in communications and publicly acknowledging where you need to improve
- Implementing mentoring schemes and buddying systems to ensure staff and trustees are given the opportunity and circumstances to progress

**Peter Olawaye**, Our Future programme lead/trustee, EY Foundation/Leap Confronting Conflict, **Karin Woodley**, chief executive, Cambridge House, **Lorraine Robinson**, seniorpeople business partner, Royal Mencap Society, **Arabella Chichester**, partner and global head of non-profit practice, Perrett Laver

12:45 Close of day

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	Early-bird (before 18.01.2019)	Standard rate (after 18.01.2019)	No. of delegates	Total
Diversity	£99	£179		£

Other topics you would be interested in:  Transformative growth  Impact measurement  
 Regulation  Sustainability  Professionalising

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