

Diversity, Equality & Inclusion Congress 2021

A Platform To Champion Diversity, Equality & Inclusion Globally Within HSE
Part of HSE Global Series

Programme – All times in BST (British Summer Time)

EVENT STARTS – Wednesday 20 th October 2021	
09:20 – 09:30 (10 Minutes)	Welcome to the congress Moderated by: Elliot Cunnington
09:30 – 10:30 (60 Minutes)	Opening Panel Discussion Moderated by: Elliot Cunnington Panellists: Aziz Zerban Melissa Mark-Joyce Laura Aucott Topic: How to create & maintain diversity in the workforce?
10:30 - 10:35 (5 Minutes)	Break
10:35 - 11:05 (30 Minutes)	Workshop 1 Hosted by: David Simmonds, Freeman of the Guild of HR Professionals at THE GUILD OF HUMAN RESOURCE PROFESSIONALS LIMITED Title: Evidence based practice for DE&I Overview: TBC
11:05 - 11:10 (5 Minutes)	Break
11:10 - 12:10 (60 Minutes)	Keynote 1 Hosted by: Magali Anderson, Title: Diversity and sustainability: Changing mindsets to drive new thinking <i>Magali Anderson will share her experience as a sustainability leader in an industry facing major sustainability challenges, from its climate and nature footprint to increasing diversity within its workforce, and will give some tips on how to make change happen.</i> Overview:

	<p>As Chief Sustainability and Innovation Officer of Holcim, Magali Anderson managed to commit Holcim to become climate net zero and to become nature positive. Relying on her leadership style, both democratic and persevering, she overcame many of the obstacles along the way. Since Holcim's net zero pledge - which was the first in the sector - other companies of the sector have taken a similar path.</p> <p>Since her first steps on an oil platform, alone amongst 80 men, Magali is committed to promote diversity, equality and inclusion within organizations with a strong belief that it is not only the right thing to do but it is a good business decision and has today become a driver for innovation and sustainability.</p> <p>She launched the "Women on Wheels" program aligning road safety improvement goals to diversity in all positions.</p> <p>She shares on a regular basis her tips as a woman in an industrial sector in her blog "La Pétreuse". Some of the tips cover how to recruit diversity and how to best integrate diverse workforces. She will share them during the workshop.</p> <p>3 key take-ways</p> <ul style="list-style-type: none"> • Diverse leadership styles are what makes the impossible possible • Investing in diversity, equality and inclusion is the right thing to do AND a business imperative • From recruiting to retaining, a diversity journey requires to change the mindset in all levels of the organisation
<p>12:10 - 12:15 (5 Minutes)</p>	<p>Break</p>
<p>12:15 - 12:45 (30 Minutes)</p>	<p>Workshop 2 Hosted by: Title: In Conversation with Ruth Denyer...</p>
<p>12:45 - 13:15 (30 Minutes)</p>	<p>Lunch Break</p>

<p>13:15 - 13:45 (30 Minutes)</p>	<p>Workshop 3 Hosted by: Linda Martin Title: Intersectionality in the Workforce: Outlawing Bias and Why it Fails <i>DEI was previously boiled expected behaviors down to dos and don'ts. That approach is counterintuitive to everything we currently know about employee hiring, retention, motivation, safety, and re-education. This workshop will cover the landscape, maturity, and success related to DEI initiatives of the present and future.</i> Overview: DEI initiatives have evolved from an early foundation of discussions about race, gender, and age, to a broad discussion and implementation of initiatives based on intersectionality and biases. As the desire for equity and inclusion has evolved, so has increasing polarization. Creating a climate of greater receptivity to DEI has enabled implementation of new initiatives for change to allow meaningful work to go deeper and have greater impact. 3 key take-ways (The three key points that the audience will take-away from attending the session)</p> <ul style="list-style-type: none"> • DEI initiatives that most closely address intersectionality and biases in the workplace • Current practices that appear most closely associated with DEI effectiveness and success (case study results) • The future DEI landscape including program maturity levels and new ideas
<p>13:45 - 13:50 (5 Minutes)</p>	<p>Break</p>
<p>13:50 - 14:20 (30 Minutes)</p>	<p>Workshop 4 Hosted by: Crystal Danbury, Sainsbury's Title: Our Role as a Majority Black History Month - What's my role? Overview: Diving into unconscious ignorance, the importance of understanding lived experienced and what we can do to explore our current knowledge limits; this session will give you insight, an exercise to do (bring pen and paper) and hopefully some inspiration around being in the majority and also Black History Month.</p>

	<p>Takeaways;</p> <ul style="list-style-type: none"> • Insight into honest ignorance • A knowledge exercise • Ideas on how to find resources to explore.
14:25 - 14:30 (5 Minutes)	Break
14:30 - 15:00 (30 Minutes)	<p>Workshop 5 Hosted by: Kate Field, BSI Group Title: How good are we <i>really</i> at considering diversity and inclusion in health and safety? <i>This session will look at some examples of diversity and inclusion issues that are often missed in health and safety.</i> Overview: A lack of knowledge and awareness, or even conscious and unconscious bias means that we may not fully consider diversity effectively when managing health and safety risk. This session will explore 3 areas of health and safety which highlight diversity and inclusion challenges in health and safety risk management. The three areas used as an example in this session will be: PPE, risk assessment and mobile workers.</p> <p>At the end of this session, delegates will:</p> <ul style="list-style-type: none"> • Understand the physical and psychological harm caused by failing to consider gender needs when providing PPE • Appreciate how gender bias may impact the effectiveness of risk assessment • The different risks that need to be considered by mobile workers based on aspects such as gender, sexuality and ethnicity
15:00 - 15:05 (5 Minutes)	Break
15:05 - 15:35 (30 Minutes)	<p>Workshop 5 Hosted by: Jason Anker, Anker & Marsh Title: Including Disability into DE&I. Where we are?, What's next? And what we need to do?</p>
15:35	Close

EVENT ENDS