



## Inclusioneers Conference Itinerary

Wednesday 5th July 2023

Stamford Bridge, London



# Inclusive Employers Inclusioneers Conference 2023

Inclusive Employers are delivering a day of expert best practices, top tips and insight for HR leaders and I&D enthusiasts. Focused on the latest Inclusion and Diversity topics, this event will allow professional Inclusioneers to engage with and share their experiences.

The day will include a selection of panels, talks and roundtable discussions on key inclusion topics, including:

- Recruitment and positive action
- Hybrid working
- Racial equity
- I&D strategy
- Future-proofing
- Staff networks
- Keynote and speakers (to be announced soon)

# Conference Itinerary

## Arrival time

9:00am, Drake suite

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## Networking activity

9.15am - 9.45am, Drake suite

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## Intro and welcome

9.45am - 10am, Harris suite

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## Exclusive Keynote

Nathaniel Hall - Award winning theatre-maker and HIV activist from Manchester

10am - 10.30am, Harris suite

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## Talk

### The future of flexible and hybrid working

Guest speaker - Danielle Ormshaw, Emerald Publishing

10.30am - 11am, Harris suite

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## Interactive discussion

### Start at the beginning: Inclusion in recruitment

11am - 11.30am, Harris suite

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## Break

11.30am - 12pm, Drake suite

# Conference Itinerary

## Panel and Q&A

Progress and impact with an effective inclusion strategy

Guest speakers - Garry Clarke-Strange - Greene King, Emily Foster - The Third Culture,  
Sobia Afridi - Oxford City Council, Lauren Du Plooy - Chelsea FC

12 - 12.45pm, Harris suite

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## Interactive discussion

Tech for good? Accelerating I&D with tech

Guest speaker - Gregory White, Drop the Mask Productions

12.45pm - 1.30pm, Harris suite

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## Lunch

1.30pm - 2.30pm, Drake suite

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## Panel and Q&A

What's next for progress in racial equity in our workplaces?

2.30 - 3.15pm, Harris suite

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## Talk

Future Inclusioners: Engaging your staff networks

Guest speakers - Naomi Wilcox-Lee, Safrina Ahmed, Claire Lucky - Teach First

3:15 - 3.45pm, Harris suite

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## Close and thanks

3.45 - 4pm, Harris suite

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## End

# Session and speaker details

## The Future of Flexible and Hybrid Working

Danielle Ormshaw, Emerald Publishing

Flexible and hybrid working are no longer additional perks to the job, they should be the norm. Since the pandemic, many organisations moved to home based and alternative hours of working to many benefits. So, why do some organisations want to move back to the standard 9-5 in the office? Flexible and hybrid working is proven to not only get the best out of your team, but allows for a better work-life balance and makes the workplace more accessible to disabled people, families, carers and others.

We welcome you to join this talk with an expert to learn about some progressive flexible and hybrid working best practices and invite some Q&A.

## Start at the beginning: Inclusion in Recruitment

Organisations often spend time trying to make their workplaces more inclusive, which is a great thing! However, if you are not looking to your recruitment policy and practices, how do you expect to attract and retain diverse voices and experiences which can benefit your organisation? You need to start at the beginning and look to make your workplace a safe and welcoming place for people from all walks of life.

Take part in this roundtable discussion looking at the barriers individuals are facing and how to remove those barriers to make the recruitment process and practice more equitable and accessible.

## Progress and impact with an effective inclusion strategy

Garry Clarke-Strange - Greene King,

Emily Foster - Third Culture

Sobia Afridi - Oxford City Council

Lauren Du Plooy - Chelsea FC

Perhaps your organisation tries really hard with their I&D strategy and is seeing modest results, or perhaps you are struggling to make the change you would like to see with the resources you have, or maybe you don't have the data you need to make informed decisions. An effective inclusion strategy requires thought and time to enable change. To take a strategy to an effective one, you need to think about where you are spending your time and what will produce the biggest impact on the lives of people in your organisation.

Join our experienced panel to discuss how they have achieved a successful and effective strategy that has brought about real change and what pitfalls you might find on the way.

## Tech for good?: Accelerating I&D with tech

Gregory White - Drop the Mask Productions

Tech is often thought of at the extremes of the scale – considered either innovative, modern and solutions based, or thought of as dangerous, risky and the downfall of our human lives! But, what about when tech is used for good? We have already seen how developments in tech have provided the ability to work remotely, apps to support mental health, systems to allow recruitment to be fairer and more unbiased. Can tech be used as a helpful tool in conjunction with what we already do as I&D managers, HR managers and leaders? What benefits could we see? What improvements could we make to people's lives?

Take part in this roundtable discussion looking at opportunities and risks evolving tech can provide and how we can incorporate it into our I&D lives as a social good.

## What's next for progress in racial equity in our workplaces?

Racial equity progress in workplaces across the UK is failing. We see that hiring gaps still exist, we see that pay gaps still exist, that people of colour are not sitting at senior levels as much as they should. Despite catalysts in the racial equity movement, we are hearing lots of conversations about racial equity, but not seeing any tangible, real-time change in reflected in our workforce statistics or in anecdotal evidence from people affected themselves. Why is this the case, and what can we do about it? We need to make radical changes and strides towards levelling the playing field now if we are ever to reach a future of racial equity.

Join our experienced panel to discuss their experiences and reflections from the workplace and what steps are needed to make real and lasting change.

## Future Inclusioners: engaging your staff networks

Naomi Wilcox-Lee, Safrina Ahmed, Claire Lucky - Teach First

Staff networks can play a huge and influential role in how inclusive and diverse your organisation is. They allow for safe spaces and shared experiences, community, personal and professional development, education, support staff retention and provide the organisation with support and insight on topics important to the staff team. Networks empower team members and can even attract new recruits by demonstrating your organisation's commitment to inclusion. Staff network members are your future inclusioners making your workplace a better place to be! So, it's essential to think about how to support and maintain a staff network to engage your team and make them feel seen and heard.

We welcome you to join this talk with an expert to learn about some staff network best practices and invite some Q&A.

## Keynote Speaker



### Nathaniel Hall

Award-winning theatre maker and HIV activist

#### About Nathaniel

Nathaniel is an award-winning theatre-maker and HIV activist from Manchester.

He writes, directs, inspires and produces bold and provocative socially minded work and is the Artistic Director of Dibby Theatre. He is known for his critically acclaimed stigma-smashing play *First Time* about his experience being diagnosed with HIV aged sixteen as well as his appearance as Donald Bassett in the hit C4 drama *It's A Sin*.

Nathaniel uses his lived experience as a gay man living with HIV and C-PTSD to drive his community-led HIV and LGBTQ+ activism and has spoken extensively to the UK media about the impacts of HIV stigma. Nathaniel is a proud patron of the National HIV Nurses Association and Contact Theatre. His new show *Toxic* premieres at HOME in Manchester in October 2023 before touring the UK in 2024.

# Speaker biographies



Danielle Ormshaw (she/her)

Inclusion Lead - Emerald Publishing

### About Danielle

Danielle is a diversity and inclusion practitioner with nearly ten years' experience in the publishing industry. She believes that flexibility and trust are key to high performance and authentic inclusion, yet many organisations struggle to embed these principles into everyday working.

In this talk, Danielle will share practical examples to ensure your people feel empowered and trusted to get their best work done.



Garry Clarke-Strange (he/him)

Head of Inclusion and Diversity - Greene King

### About Garry

With a background in Talent Attraction and wider HR across multiple industries and companies my passion has always been in supporting people. Now focussed on Inclusion and Diversity I believe in creating a sense of belonging for all and supporting workplaces become better places where everyone can be at their best and thrive.





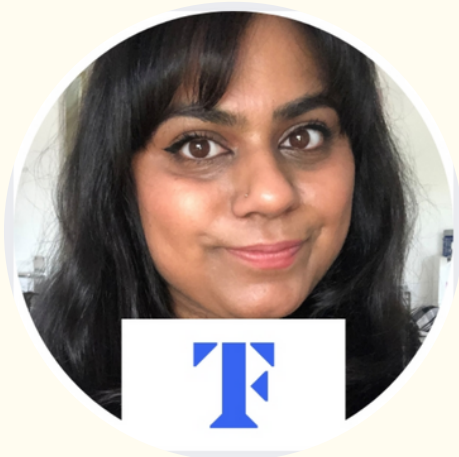
### Sobia Afridi

Equality Diversity Inclusion Specialist - Oxford City Council

#### About Sobia

Sobia has been working in the Education sector for 26 years. Her role at Oxford Brookes University centred around supporting under-represented groups to access Higher Education. She has led projects that have won several awards for the University.

Sobia is passionate about tackling issues that some South Asian families consider 'taboo' subjects. These include forced marriage, first-cousin marriage, fertility, disability and adoption. She devotes a substantial amount of personal time to serving her local community.



### Safrina Ahmed (she/her)

Programme Equity, Diversity and Inclusion Manager - Teach First (and Co-chair of Socio-economic Class Affinity Group)

#### About Safrina

Safrina is Teach First's Programme Equity, Diversity and Inclusion Manager. She works across different directorates, including recruitment, curriculum design, and strategy, to make sure all our programme members' journeys with Teach First are inclusive.



**Naomi Wilcox-Lee (she/they)**

Employee Experience Manager - Teach First  
(and Chair of LGBTQ+ Affinity Group)

**About Naomi**

Naomi brings their passion for EDI to the role of Employee Experience Manager at Teach First, supporting employee networks and championing inclusion across the organisation.

They are also the current chair of the LGBTQ+ Affinity Group which supports LGBTQ+ employees and promotes allyship.



**Claire Lucky (she/her)**

Organisation: Teach First

Role: Delivery Operations Officer and Co-chair of Neurodiversity and Disability Affinity Group

**About Claire**

Claire leads the Neurodiversity and Disability Affinity Network at Teach First.

Claire established the network three years ago. The Network has influenced changes to recruitment processes, people policies and EDI strategy.



**Tania Nadarajah (she/her)**

**About Tania**

Paralympic archer who competed at the 2016 Games in Rio. She retired from international sport in 2021 and has since returned to her career in marketing and communications, and is now working for a local charity which supports disabled people.



### Lindsay Lerigo (she/her)

Head of Service - Responsible Business and Inclusive Employers Standard - Inclusive Employers

#### About Lindsay

Lindsay has 12 years' experience of working in the private sector. For 10 years she worked for a global insurance company in various roles and most recently as a Training Co-Ordinator and Diversity, Inclusion and Wellbeing Consultant. In the two years before joining Inclusive Employers she worked at a global law firm delivering on the firm-wide Responsible Business programmes including Inclusion and Diversity.



### Zoiey Smale (she/her)

Inclusion & Diversity Consultant (Sport) - Inclusive Employers

#### About Zoiey

I love that I get to talk about my two favourite things which are Sport and Inclusion and people aren't scared when I do talk about it. I have spent over 2 decades in sport and had varying roles across that. This means in my role now I can share my thoughts and useful examples that helps the sector. The role pulls in on the coaching aspect, which I love, and no two days are the same.



**Lauren Du Plooy Flowers (she/her)**

Equality, Diversity and Inclusion Manager - Chelsea FC

**About Lauren**

Lauren du Plooy Flowers joined Chelsea FC in April 2022 as the club's first ever Equality, Diversity and Inclusion Manager, coming from an FMCG and charity sector background. She is passionate about the opportunity football clubs have in playing their part in changing society for the better. She believes that this is a really exciting time to be part of Chelsea and the transformation the club is going through, both internally and externally.



**Emily Foster (she/her)**

Diversity and inclusion specialist and founder of The Third Culture

**About Emily**

Emily Foster is a global inclusion specialist who has lived and worked around the world during her 20 year career in advertising. She now runs her own inclusion and diversity company and is passionate about working across borders and all of the beautiful things that come with it.



## Gregory White

Founder - Drop the Mask Productions

### About Gregory

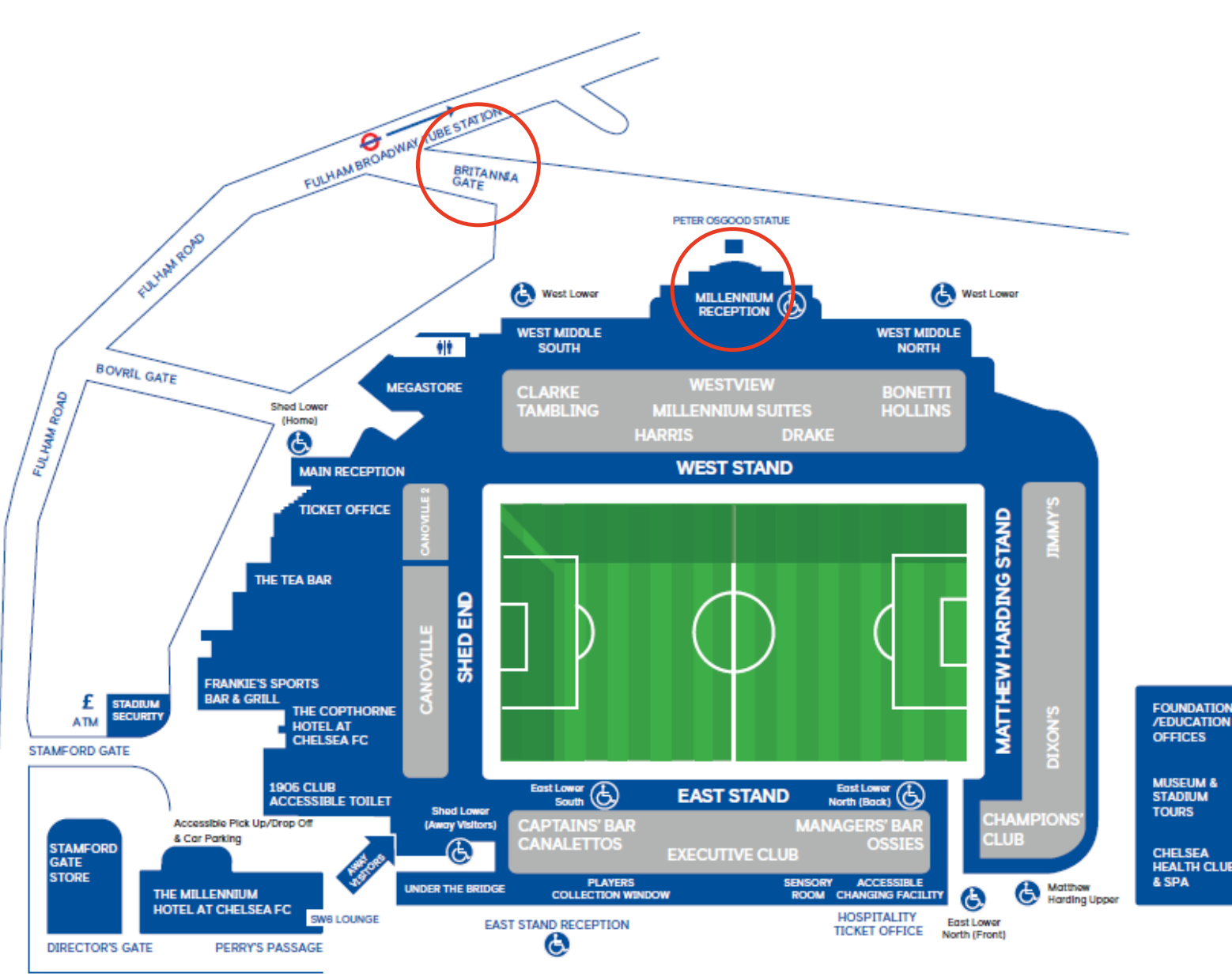
Despite struggling with severe mental illness from a young age, the founder of Drop the Mask Productions CIC, Gregory White, refused to let his past define him. Through years of hard work, he broke free from addictive behavior and damaging habits and went on to obtain A-levels equivalent and a Biogeographical Degree.

However, landing a job proved to be difficult due to past barriers and neurodiversity. With nothing in his bank account, Gregory White founded Drop the Mask Productions CIC to help others in the same situation as himself. Now, in 2023, the company has grown into a team of incredible individuals, each with their own story of overcoming obstacles.

The company focuses on breaking barriers in both employment and technology, ensuring that they are accessible to all. In 2023, the founder obtained his MA in Digital Media Practice, proving that with determination and hard work, anyone can achieve their goals regardless of their mental health, background or diversity.

# Map and locations

Please access the site via Britannia Gate and then go to Millennium Reception on arrival.



If you have questions about accessibility, or require more information, please contact [events@inclusiveemployers.co.uk](mailto:events@inclusiveemployers.co.uk)



## What our members say...

**“A great investment to help your inclusion agenda”**

**“Keeping us focused and up to date with best practice”**

**Support your inclusion agenda by becoming an Inclusive Employers member!**

Join us and you'll have access to expert I&D resources, including:

- Expert support
- Webinars
- Networking opportunities

**Want to know more?**

[inclusiveemployers.co.uk/membership/](https://inclusiveemployers.co.uk/membership/)





# Making inclusion an everyday reality

[www.InclusiveEmployers.co.uk](http://www.InclusiveEmployers.co.uk)

