

The Herald  GenAnalytics

DIVERSITY CONFERENCE SCOTLAND

ONLINE

E-PROGRAMME

Thursday, October 1

@HeraldEvents @GenAnalytics #scotdiversity

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Welcome

If we reflect to the beginning of 2020, we were at the early stages of planning for our annual Diversity Conference – the fourth conference in as many years. We wanted to build on the successes of previous years, acknowledge the progress made to improve diversity and inclusion in our workplaces but recognise that the journey still had a long way to go.

Despite all the challenges we have faced over the last six months we were determined not to lose the momentum that we had built up over a number of years to promote the value of diversity and inclusion to our economy. Doing nothing in 2020 was not an option.

So, we welcome you all today to the online Diversity Conference. We know it is not the same as meeting each other, networking, and engaging with our speakers and our panellists in the usual way but our message

remains the same. Diversity and Inclusion matters now more than ever.

We have a fantastic line up of speakers, panellists and breakout sessions all designed to support you and your organisation to take further steps to achieving an inclusive workplace. These difficult and challenging conversations must still take place despite the wider issues around us and our Conference provides a safe and engaging space to do this.

We could not deliver this event without the support of our partner organisations and we thank them for staying with us and continuing their commitment.

Finally, we also could not deliver this event without you – our diversity champions.

Thank you for being here and enjoy the conference.

The Herald & GenAnalytics

CIPD

*Championing better
work and working lives*



The CIPD **diversity and inclusion** and **flexible working hubs** offer a range of resources including factsheets, reports, guides and podcasts to help our members promote equal opportunities, implement flexible working and manage diversity and inclusion in their organisations.

Our **anti-racism hub** includes a range of materials and guidance to help people professionals tackle racism and racial discrimination in the workplace. This resource is open access and not just for CIPD members.

Find out more at cipd.co.uk.

Visit the CIPD stand at The Diversity Conference and watch our video to find out more about our work in Scotland, and chat with our team about how we can support you. You can also email us any time at scotland@cipd.co.uk



Host: Rachel McTavish

With over 20,000 hours of live TV broadcasting under her belt, Rachel McTavish is one of the UK's most experienced broadcast journalists. In the last 20 years Rachel has worked for ITV, BBC, FIVE, GMTV, STV, ITV London and a host of corporate and foreign broadcasters. The result is Rachel has a diverse range of

credits from being on air and leading the ITV Newschannel's coverage of the Twin Tower attacks on 11th September 2001 to presenting an Online car show. During lockdown Rachel and her husband built a TV studio in her garden from where she presented weekly 'McTavish Shedcasts'.



DIAGEO

CELEBRATING LIFE,
EVERY DAY, EVERYWHERE

Ervin, our Scotch Whisky Brand Ambassador, enjoyed six months fully paid paternity leave with his son Rupert, as part of our equal family leave policy.

Agenda

11am **Arrival & Networking**

11.10am **Welcome**

Rachel McTavish, Event Host

11.15am **Keynote Speaker**

Steve Collinson
Head of UK HR, Zurich Insurance

Follow by Q&A with
Rachel McTavish, Event Host

Emma Francis
Diversity & Inclusion Manager,
Zurich Insurance UK

11.30am **Real Life Panel Discussion**

Rachel McTavish, Event Host

James Bushe, Pilot, LoganAir
Naziyah Mahmood, Gender
Equality Expert, Scottish
Engineering

Pooja Marwaha, Graduate
Research & Evaluation Intern,
Skills Development Scotland

Andrew Napier, HR Graduate
Intern, Skills Development
Scotland

12pm **Breakout Sessions**

**1. Be the change – make
your organisation inclusive
and accessible** hosted
by Inclusion Scotland &
Law Society of Scotland



2. Flexible Working hosted by
Association of British Insurers



1pm **Lunch & Networking**

1.45pm **Keynote Speaker**

Dr Danielle Robinson Director,
Alcohol Policy and Corporate
Reputation Management, Diageo

Q&A

Rachel McTavish, Event Host

2.15pm **Moving Forward Panel
discussion**

Rachel McTavish, Event Host

Usman Tariq, Founder,
Scottish Ethnic Minorities
Lawyers' Association

Melanie Green,
Research Adviser, CIPD

Helen Tabeshfar, Vice President,
EMEA Diversity and Inclusion,
JP Morgan

2.45pm **Learnings**
Rachel McTavish, Event Host
Closing Remarks

3pm **Online Virtual Networking**

4pm **Virtual Platform Closes**



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Keynote speakers



**STEVE
COLLINSON**

Head of UK HR,
Zurich Insurance

Steve Collinson is the Head of the UK People Team, leading the People function across Zurich in the UK.

Steve has been with Zurich for over 30 years, in a career which has seen him drive and deliver major initiatives within HR, Communications, Finance and various customer operations, in both customer-facing and business-facing senior roles.

Before taking up the role of Head of the UK People Team, Steve was Head of Change and Internal Communications, where he embedded a refreshed focus on engaging employees in strategy, brand, business performance and change.

Steve works alongside the UK Executive team, shaping the employee value proposition and engagement initiatives to deliver Zurich's goal of being a great place to work. He has a particular focus on building diversity and brings leadership, passion and deep business experience to his role.



**DR DANIELLE
MARLENE
ROBINSON, PH.D.**

Director, Alcohol
Policy and Reputation
Management, Diageo

Dr Danielle Robison has more than 28 years of experience in domestic and global human resources covering the consumer goods, beverage, entertainment and pharmaceutical industries. Danielle is currently Director, Alcohol Policy and Reputation Management at Diageo where she leads all Responsible Drinking Programs and Partnerships as well as community engagement. She is also Director of the North America Learning Skills for Life Program, a global educational training program delivered in local communities to provide hospitality skills to the underemployed. Formerly, she was the Director, Diversity and Early Career at Diageo. She lectures across the United States at conferences and universities on Diversity and Inclusion management within Corporations.

Real life panel discussion



**JAMES
BUSHE**

Pilot,
Loganair

James started flying aged 15 with the dream of becoming an airline pilot. After being denied his medical certificate in 2017 on the grounds of him being HIV positive he challenged and ultimately changed the regulations, becoming Europe's first newly-qualified pilot living with HIV. Now flying as a First Officer with Loganair, James continues to challenge the discriminatory regulations and stigma that impacts Pilots and people living HIV in Europe and across the globe.



**NAZIYAH
MAHMOOD**

Gender Equality
Expert, Scottish
Engineering

With a deep passion for STEM, Naziyah is an astrophysicist and aerospace engineer, having worked on several European Space Agency (ESA) satellite missions. This has included work on mission subsystems such as mission analysis, propulsion subsystems, data and trajectory analysis and more.

Naziyah is also currently the Gender Equality Expert for Scottish Engineering, through which she delivers training to engineering organisations on how to instigate positive change in terms of equality, diversity and inclusion.

As a STEM Ambassador (often with a focus on E,D&I within the sector) she works to break the many stereotypes around women in STEM, and especially of those from BAME backgrounds, and to increase the STEM uptake for all.

Real life panel discussion



POOJA MARWAHA

**Graduate Research
& Evaluation Intern,
Skills Development
Scotland**

Pooja is currently Graduate Research and Evaluation Intern at Skills Development Scotland. She has an educational background in Politics and Social Research. The SDS Evaluation and Research (E&R) team is responsible for conducting and managing all customer research and evaluation associated with SDS's products and services. This includes capturing the views of customers, employers, stakeholders and SDS colleagues. The team's work includes the evaluation and review of SDS's work-based learning activities. The evaluation and research produced is used to inform continuous improvement and the design and delivery of services.

Suffering from anxiety made it very hard to excel in interviews and showcase her true potential in a very high pressured and tense environment, however with the help of Inclusion Scotland, Pooja was able to do her best in the interview and recruitment process. Reasonable adjustments from the team around being mindful of her social anxiety at work have also helped gain confidence and overcome anxiety issues.



ANDREW NAPIER

**HR Case Management
Intern, Skills
Development Scotland**

My background is in law. I graduated with a law degree from Glasgow Caledonian University in 2016 and then a Diploma in Professional Legal Practice from the University of Strathclyde in 2017. From early 2018 until early 2019, I worked as an Equality and Diversity Advisor for NHS Dumfries and Galloway. After this role had finished, I decided to look for a role in Human Resources as I have always enjoyed advising people and felt this would suit my interests. I became aware of my current role through Inclusion Scotland and jumped at the chance to apply.

My role consists of two broad areas – creating materials on reasonable adjustments which can be used across different teams in Skills Development Scotland and advising people managers on employee situations such as reasonable adjustments, absence and early concerns.

Breakout sessions

BE THE CHANGE – MAKE YOUR ORGANISATION INCLUSIVE AND ACCESSIBLE



Our voices • Our choices



In this session we will focus on the lived experience of disabled employees and how to apply the social model to approach areas of disability exclusion. We also explore 'Allyship' and how working with a disabled person as a colleague daily is often where attitudes really start to change for the better. Helping employers reach and retain an untapped talent pool of individuals currently excluded from most common recruitment and working practices.

Through our partnership work example with the Law Society Scotland and other insights, you will understand that you may not always have the answers and you may sometimes get it wrong- but that both things are ok if you listen and learn from the voice of lived experience. With practical examples the session will help employers who value inclusion to be the change they want to see and take positive action to start removing barriers.

- Hear from a disabled person led organisation.
- Take away tools and guides to start the process today.
- Personal stories and reflections on lessons learned from our work with employers.

DIVERSITY & INCLUSION: A FOCUS ON THE FUTURE



The more diverse a company, the more likely it is to be able to attract and retain top talent, improve its customer insight, decision-making and levels of employee satisfaction, and increase innovation and profitability. This breakout session will be led by Chloe Tait and Katy Murray, Diversity and Inclusion Campaign Managers at the Association of British Insurers. It will explore how Covid-19 is changing the way we work, how we can harness the power of flexible working to recruit and retain the best talent and how other forms of flexible working, such as job-sharing, are coming into their own. Participants will have the opportunity to ask questions and share ideas.

Moving forward panel discussion



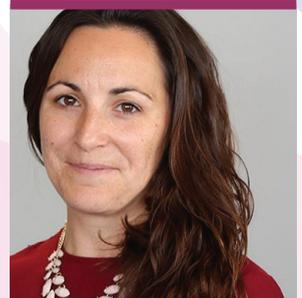
USMAN TARIQ Founder,
Scottish Ethnic Minorities
Lawyers' Association (SEMLA)

In 2017, Usman founded the Scottish Ethnic Minorities Lawyers' Association (SEMLA) with the aim to improve ethnic diversity in the profession in Scotland. Since its launch, SEMLA has collaborated with some of the largest law firms and businesses in Scotland on events; created work experience placements for ethnic minority students in law firms and in-house legal teams of businesses; and worked with the Scottish Government, Law Society of Scotland and Faculty of Advocates to tackle the barriers that face ethnic minorities in the profession. SEMLA now plays an important role in the efforts to improve equality and diversity in the profession in Scotland.



MELANIE GREEN
Research Adviser, CIPD

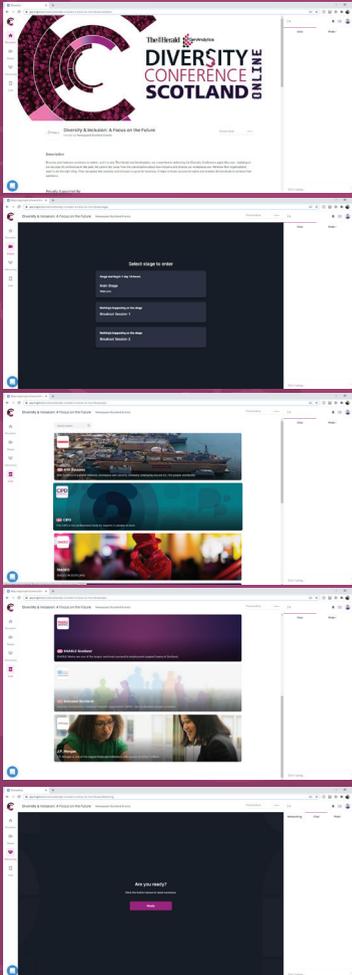
Melanie joined the CIPD research team in 2017, conducting research in areas such as skills and diversity and inclusion. Recent research includes investigating how the HR profession use people analytics and uncovering the evidence for diversity and inclusion at work. Prior to the CIPD, Melanie worked as an HR practitioner, working on a wide variety of people projects, and as a researcher in a wellbeing and engagement consultancy. She holds a master's degree in Occupational Psychology from University of Surrey where she investigate the role of work engagement in burnout and post-work rumination.



HELEN TABESHFAR Vice
President, EMEA Diversity and
Inclusion, HR, JPMorgan Chase

Working under the direction of the EMEA Diversity Council, Helen supports the firm develop and implement its strategy to create a diverse and inclusive workplace.

Helen's remit covers the diversity and inclusion strategy across 32 countries in Europe, the Middle East and Africa. Working with the Diversity Council in the region comprised of various business heads, she has supported the implementation of several interventions that were specifically aimed at attracting, developing and retaining talent from minority backgrounds. Her responsibilities include convening the quarterly diversity council meetings, supporting the Business Resource Groups across the region, managing the firm's budget for diversity initiatives in the region and managing relationships with external best practice employers' forums and charities.



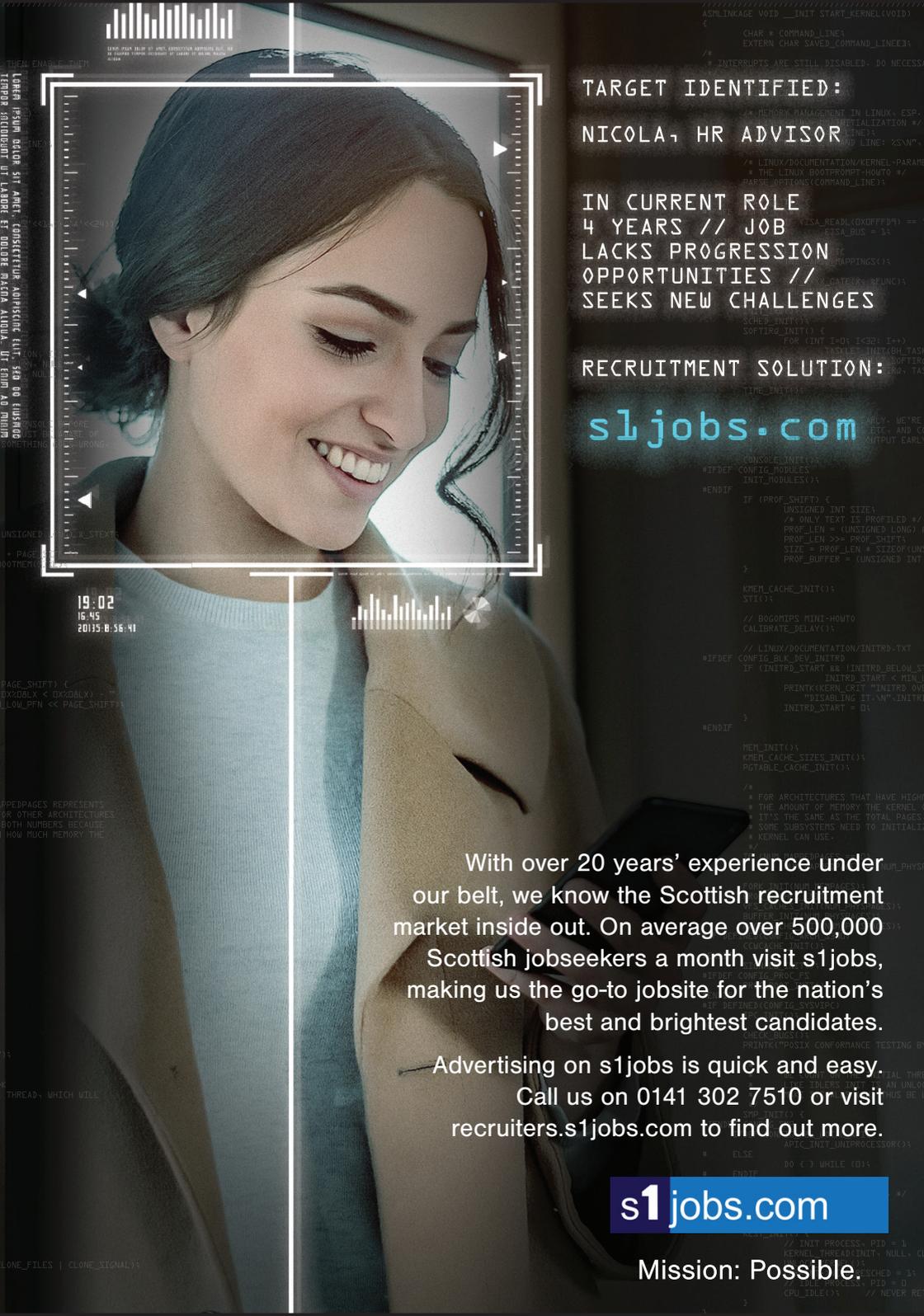
Hopin

Hopin is an online events platform where you can create engaging virtual events that connect people around the globe.

Key Steps

1. Once registered to access the event log in to your hopin account - hopin.to/account/profile
2. Update profile to network more effectively
3. Login to the platform the day before event to ensure that you can gain access successfully
4. Join us on Thursday, October 1 from 11am. We would recommend an up to date browser such as Chrome or Safari to access the platform
5. Use the [#scotdiversity](https://twitter.com/scotdiversity)

*Camerons our AV team will be on hand to assist with any technical questions.



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TARGET IDENTIFIED:
NICOLA, HR ADVISOR

IN CURRENT ROLE
4 YEARS // JOB
LACKS PROGRESSION
OPPORTUNITIES //
SEEKS NEW CHALLENGES

RECRUITMENT SOLUTION:

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PROF_LEN >>= PROF_STACKS
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}
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For information on the 2021 Diversity Campaign, please contact Kirsty Loughlin at kirsty.loughlin@newsquest.co.uk

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