

The Herald



GenAnalytics

DIVERSITY CONFERENCE SCOTLAND

ONLINE

E-PROGRAMME

Thursday, May 20, 2021

@HeraldEvents @GenAnalytics #scotdiversity

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Welcome

We are delighted to welcome you all to Scotland's fifth Diversity Conference – the second time we have held this virtually in the last 12 months. Whilst many of us would have liked to be meeting in person to discuss, exchange knowledge, ask questions and share experiences we believe that this format continues to foster the spirit of our previous events.

We have all faced huge challenges over the last year and we know that many people have been impacted directly by Covid in many ways.

Our conference this year will reflect, re-focus and hopefully continue to engage with you all on the importance of diversity and inclusion in our workplaces and our society.

Once again, we have brought together a fantastic line up of speakers and panellists to support how you and your organisation take further steps to achieving inclusive workplaces. Difficult and challenging conversations still need to take place despite the wider issues around us and our Conference provides a safe and inclusive space to do this.

The support of our partner organisations, BAE Systems, CMS, Diageo, J.P. Morgan, Skills Development Scotland and s1jobs, is more important than ever and we are hugely grateful for their commitment to supporting this event and the diversity and inclusion agenda. And you – our diversity champions – are what makes this event special.

“Committed to making diversity and inclusion central to our business, with our clients, our people and our communities.”

Allan Wernham

CMS Scotland, Managing Director

We strongly believe that diversity and inclusion should play a major role in how employers develop their strategy as they look to build a sustainable future and emerge from the pandemic.

In Aberdeen, Edinburgh, Glasgow and over 70 other offices around the world we offer the full legal service you need, wherever and whenever you need it.

CMS Scotland
cms.law/scotland

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 that 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'.



Itinerary: morning

10.30AM

ARRIVAL & NETWORKING

11.00AM

WELCOME

INCLUSION IN A NEW WORKING WORLD

11.10AM

KEYNOTE SPEAKER – MANAGING MENTAL
HEALTH IN THE WORKPLACE

Matt Evans, Managing Director, Recruiting,
JP Morgan

11.35AM

LIVED EXPERIENCE PANEL DISCUSSION
– REALITY OF WORKING DURING A
PANDEMIC

Connie Crawford, Senior IT Auditor, KPMG
Michael Hilferty, Construction Site
Administrator, City Building

Meghan Logue, Technical Success Manager,
Odro

Cameron Smith, Development Worker, Scottish
Commission for People with Learning Disabilities

12.00PM

INTERVAL

12.15PM

EMPLOYEE WELLBEING & INCLUSION
PANEL DISCUSSION

Dorileen Forbes, Occupational Health
Wellbeing Programme Manager, Diageo

Charlene Sweeney, Associate Director,
BIG Partnership

Carolyn Anderson, Director of Human
Resources, Skills Development Scotland

12.45PM

LUNCH & NETWORKING

Itinerary: afternoon

CONTINUING PROGRESS

1.45PM

MAINTAINING MOMENTUM AND KEEPING INCLUSION AT THE HEART OF OUR DECISION-MAKING PANEL DISCUSSION

Mike Douglas, Director, Social Enterprises, Age Scotland

Colin Macfarlane, Director, Stonewall Scotland

Tressa Burke, Chief Executive, Glasgow Disability Alliance

2.15PM

KEYNOTE SPEAKER - A PAUSE AND REFLECT MOMENT ON 5 YEARS OF A DIVERSITY JOURNEY

Lynne Connolly, Global Head of Diversity & Inclusion, Standard Life Aberdeen

2.40PM

PANEL DISCUSSION – RACE EQUALITY - MAKING ASPIRATIONS A REALITY

Enoch Adeyemi, Founder & CEO, Black Professionals Scotland

Aneela McKenna, Diversity, Wellbeing & Inclusion Manager, Scottish Parliament

Mhairi Taylor, Head of Equality, Diversity and Inclusion, University of Glasgow

MAKING CHANGE A REALITY – THE NEXT FIVE YEARS

3.10PM

KEYNOTE SPEAKER – CONVERSATION WITH HOST

Gary Kildare, NED/Chair/Board Advisor/ Former CHRO for IBM Corporation Europe

3.25PM

CLOSING REMARKS

3.30PM

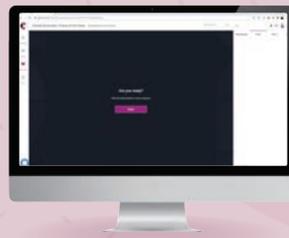
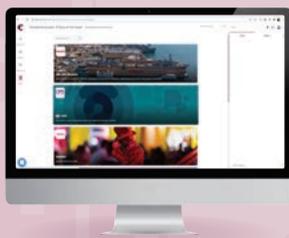
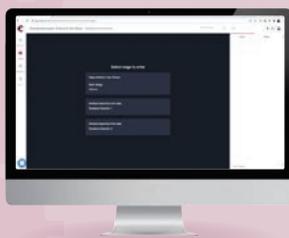
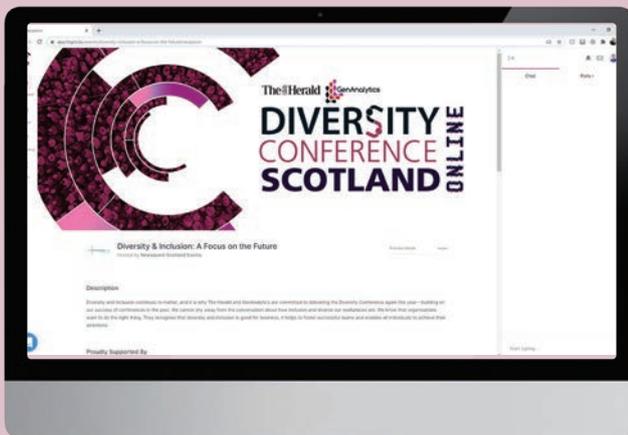
ONLINE VIRTUAL NETWORKING

4.00PM

VIRTUAL PLATFORM CLOSES

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, May 20 from 10.30am. 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.



DIAGEO

CELEBRATING LIFE,
EVERY DAY, EVERYWHERE

DIAGEO IN SCOTLAND

Diageo is a company with a rich Scottish heritage - our roots can be traced back to 1627 and the Haig family. Since then, Scotland has played an important role in shaping Diageo and we now export our premium brands to 180 markets around the world.

Scotland is one of Diageo's largest spirit supply centres responsible for producing around 50 million cases of leading brands of Scotch whisky and white spirits annually. We employ around 3,000 people in Scotland, working in over 50 communities across the country. Around 85% of Diageo's production in Scotland is sold overseas.

At Diageo we believe the most inclusive and diverse culture makes for a better business and a better world; so we will champion inclusion & diversity across our business, with our partners and communities, to celebrate diversity and help shape a tolerant society. Our values, purpose and standards set the conditions for us to respect the unique contribution each person brings. We have a diverse workforce made up of thousands of talented people, each with their own story to tell. We are proud that Diageo is one of the leading FTSE 100 companies for female representation at board and executive level and in Scotland we are making progress towards achieving greater diversity in the workplace through a range of initiatives focused on building an inclusive culture across our organisation.

SMIRNOFF



PIMM'S

Tanqueray

BELL'S

TALISKER



Gordon's

drinkaware.co.uk
for the facts about alcohol

Keynote Speakers



MATT EVANS

**Managing Director,
Recruiting, JP Morgan**

Matt leads Talent Acquisition for Asset & Wealth Management and is EMEA / LATAM (Europe, Middle East & Africa / Latin America) Head of Firmwide Talent Acquisition. He sits on the EMEA HR Management Team and Global Talent Acquisition Leadership Team. Prior to joining the firm, he held senior HR / Recruiting positions at Credit Suisse and RBS.

LYNNE CONNOLLY

**Global Head of Diversity
& Inclusion, Standard Life
Aberdeen PLC**

Lynne is a qualified banker and HR professional by trade, working in National Australia Group, Barclays, the National Health Service and Standard Life Aberdeen. She is a member of a number of industry groups and established, and chairs, the Diversity Project Scotland Chapter which aims to help Financial Services be accessible to all talent. In 2019 Lynne received the Institute of Directors 'Director of the Year' award for Inclusivity in Scotland and was highly commended in the IoD UK awards. Most recently, SLA's commitment and impact have been acknowledged in the Scottish Diversity Awards, Responsible Business Awards, as well as in a number of global indices.

GARY KILDARE

**NED/Chair/Board Advisor/
Former CHRO for IBM
Corporation Europe**

Gary is an experienced global business executive in the technology and professional services industry. He has lived and worked around the world, leading teams and working with clients. He was the Chief HR Officer for Europe and Global Head of Labour Relations for the IBM Corporation based in New York and Madrid; CHRO for IBM's consulting business based in Paris, CHRO for Global Technology Services, based in New York; and as Vice President of HR for Americas, EMEA and Asia Pacific. He was a member of IBM's Senior Leadership Group appointed by the CEO to provide global leadership and stewardship across key strategic areas to accelerate growth.

Panel Members

LIVED EXPERIENCE PANEL DISCUSSION – REALITY OF WORKING DURING A PANDEMIC



CONNIE CRAWFORD

Senior IT Auditor, KPMG

Whilst pursuing a demanding career, Connie has continued to independently run a household and home-school. Having tried many routines to try to find the right one from 5 am starts to midnight finishes, one year on, she has realised that she must prioritise herself.



MICHAEL HILFERTY

Construction Site Administrator, City Building

Michael has been working as a Site Administrator with City Building for nearly thirty-five years. During this time, he has been involved in many aspects of the company's operation as a maintenance and construction company.

Michael is registered as a carer for his father. After being a stroke victim and suffering TIA's, Michael's dad was diagnosed over ten years ago with cerebral atrophy. This had subsequently been connected to dementia. The physical aspect of him suffering a stroke and continued illness, led him to become disabled. Currently he is wheelchair bound, although therapy can be exhausting for him.

Panel Members



MEGHAN LOGUE

Technical Success Manager, Odro

Meghan Logue works as a Technical Success Manager at Odro, a leading video interviewing and engagement platform for recruiters. Prior to joining Odro in 2017, one of only six staff at the time, Meghan spent four and half years in retail management following completion of her degrees in Broadcast Production at the University of the West of Scotland and Sports Journalism at University of the Arts London.

CAMERON SMITH

Development Worker, Scottish Commission for People with Learning Disabilities

Having left school to start a Supported Employment project, Cameron joined SCLD as a receptionist. His skills, abilities and enthusiasm have seen him change job role several times, each new post bringing new opportunities, challenges and responsibilities. Currently, Cameron is a Development worker at SCLD, a role which allows him to use his natural abilities as a leader and role model to support others with learning disabilities to take advantage of opportunities to learn, develop and participate in the work of SCLD. Cameron also runs a Cub Pack in East Kilbride and is a keen fundraiser, most recently raising money for Angelman UK by completing the virtual kiltwalk.

Panel Members

EMPLOYEE WELLBEING & INCLUSION PANEL DISCUSSION



DORILEEN FORBES

**Occupational Health Wellbeing
Programme Manager, Diageo**

Dorileen is part of Diageo's UK and Ireland Occupational Health team and leads on the development and delivery of their Wellbeing programme. She is also a passionate member of the #INC Employee Resource Group, working to ensure that their wellbeing and inclusion activities are closely connected in support of Diageo's ambition towards building the most inclusive culture.

CHARLENE SWEENEY

**Associate Director,
BIG Partnership**

A specialist in media strategy and reputation management, Charlene joined BIG Partnership 10 years ago following a 14-year career in journalism, which spanned both print and broadcast. She has worked with clients in a wide range of sectors, including property and construction, professional services, and the drinks industry.

CAROLYN ANDERSON

**Director of Human Resources,
Skills Development Scotland**

Carolyn has worked in HR across a range of sectors including the drinks industry, financial services, public health, further education, sport and leisure both in the UK and in France. Carolyn and her team have a remit to support managers and colleagues through all events and situations during the employment lifecycle. The HR team portfolio ranges from workforce planning, recruitment, learning and development, to championing equality and diversity within the workplace, and promoting health, safety and wellbeing.

Panel Members

MAINTAINING MOMENTUM AND KEEPING INCLUSION AT THE HEART OF OUR DECISION MAKING PANEL DISCUSSION



MIKE DOUGLAS

**Director – Social Enterprises,
Age Scotland**

Mike joined Age Scotland in 2012 as the independent Chair of the charity's Social Enterprise Board and then took on his current role as a member of staff in February 2018. He is proud of how Age Scotland positively impact the lives of older people across Scotland.

He is now responsible for the social enterprises within Age Scotland which deliver much needed services to older people while reinvesting any profits back into the charity, such as age-inclusion in the workplace.

COLIN MacFARLANE

Director, Stonewall Scotland

Colin joined Stonewall as the Director of Stonewall Scotland in 2011. He leads the operational management, policy, research, campaigning and social change work of Stonewall Scotland and in this role has led a transformation in the organisation's public and political profile, organisational structure and financial sustainability.

As Director, Colin has driven sustained growth and confidence in Stonewall Scotland's innovative Diversity Champions workplace programme to drive culture change with regard equalities and human rights in organisations across the public, third and private sector.

TRESSA BURKE

**Chief Executive Officer,
Glasgow Disability Alliance**

One of GDA's founder members, Tressa has been CEO since 2006, steering GDA from its fledgling vision of supporting disabled people's voices and tackling social isolation in 2001, to the multi-award-winning community of 5000+ it is today. For over 25 years, Tressa has held senior leadership roles in third and public sector organisations developing people led programmes which build on disabled people's strengths and increase capacity to participate and contribute to their own lives, communities and wider society. This has never been more so than during COVID when GDA has acted as a Lifeline to thousands of disabled people.



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TARGET IDENTIFIED:

JAY, TEAM LEADER

IN CURRENT ROLE 3 YEARS//
JOB LACKS TRAINING OPTIONS
// SEEKS NEW CHALLENGES

RECRUITMENT SOLUTION:

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Mission: Possible

Panel Members

RACE EQUALITY - MAKING ASPIRATIONS A REALITY PANEL DISCUSSION



ENOCH ADEYEMI

**Founder & CEO,
Black Professionals Scotland**

Enoch Adeyemi is a Chartered Certified Accountant and the Founder & CEO of Black Professionals Scotland which is an organisation established to support Black Ethnic Minorities in Scotland.

Enoch is also the founder of Bagafa – an e-commerce platform which sells Afro-Caribbean products from fashion to health & beauty to arts etc.

He is also a co-founder of VisitNigeriaNow which is the premier domestic tourism brand in Nigeria.

ANEELA MCKENNA

**Diversity, Wellbeing &
Inclusion Manager,
Scottish Parliament**

Aneela has worked in a variety of public and private sector diversity and inclusion roles for over 20 years. She splits her time between working as a Diversity and Inclusion consultant, supporting businesses with developing their policies on diversity, and is also the Scottish Parliament's Diversity, Wellbeing and Inclusion Manager on a part-time basis.

MHAIRI TAYLOR

**Head of Equality, Diversity and
Inclusion, University of Glasgow**

Mhairi advocates and strives for inclusion for all. Her employment and board experiences are within the public and third sector, and promote access, inclusion, and creativity. Mhairi has a demonstrable experience of strategic delivery, policy development and community engagement across communities, but focussed within higher education.

The Herald



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For information on the 2022 Diversity Campaign, please contact Kirsty Loughlin at kirsty.loughlin@newsquest.co.uk

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