



Diversity Mark Annual Summit EDI 2.0 - from Action to Impact

Event Information

Thank you for registering to attend the **Diversity Mark Annual Summit EDI 2.0 - from Action to Impact** taking place at **Titanic Belfast** on **Tuesday 8th October 2024 09:00 - 16:00**.

Diversity Mark proudly presents the Diversity Mark Annual Summit, uniting Northern Ireland's forward-thinking organisations committed to fostering inclusive workplaces. Sponsored by Allstate Northern Ireland, this transformative one-day event revolves around the theme 'EDI 2.0 - from Action to Impact.'

Set against the iconic backdrop of Titanic Belfast, on Tuesday 8th October 2024, this thought-provoking summit promises to inform, support and inspire over 300 business and diversity leaders.

Attendees will engage with expert keynote speakers, benefit from panel sessions offering global and local perspectives, and immerse themselves in educational breakout sessions. Delegates can anticipate gaining invaluable insights and a wealth of resources to drive diversity and inclusion within their organisations. By harnessing these tools, attendees will be equipped to spearhead positive change and innovation in their workplaces.



Diversity Mark

a part of **W**The **WiB** Group



Diversity Mark Annual Summit

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Tuesday 8 October - Titanic Belfast - 09:00 - 16:00

Summit Agenda

- 09.00** | **Arrival refreshments & networking**
- 09.45** | **Welcome from Carolyn Stewart, Summit host**
- 09.55** | **Sponsor's Message - Dr Stephen McKeown** Vice-President and Managing Director, Allstate Northern Ireland
- 10.00** | **Keynote Speaker, Professor Tim Soutphommasane**, Chief Diversity Officer and Professor, University of Oxford
- EDI 2.0 followed by Q&A session**
- 11.00** | **Minister for the Economy, Conor Murphy MLA**
- 11.10** | **Mid-morning refreshments break with networking**
- 11.35** | **John Healy OBE** Chair, Invest Northern Ireland
Building a Better Society: The Business Case for Inclusive Growth
- 11.50** | **Panel session facilitated by Carolyn Stewart**
- Transforming Talk into Tangible Change: EDI Strategies that Work**
Caroline Van Der Feltz, HR Director, Danske Bank
John Healy OBE, Chair, Invest Northern Ireland
Shauna McPeake, Director of People and Culture, Catalyst
Aisling Quinn, Director of HR Policy, NICS
- 12.30** | **Breakout session 1**
Delegates can choose one session to attend before lunch and after, the same sessions will be repeated after lunch
- Building Bridges: Fostering Social Cohesion and Inclusivity for a Stronger Community**
Suneil Sharma, Chair, RAM Foundation and Andy George Diversity Mark Assessor
- The Power of Community Engagement and Partnerships**
Dr James Uhomobhi, Lecturer, Ulster University and Susan Walker, Allstate Northern Ireland
- The winning formula: The Impact of Employee Resource Groups and Champions**
Emma Patterson-Bennett, BBC Northern Ireland, Rosemary Williamson, Allstate NI, Angela Guiney and Kevin Heavern, Danske Bank



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- 13.15** | **Lunch**
- 14.15** | **Breakout session 2**
- Building Bridges: Fostering Social Cohesion and Inclusivity for a Stronger Community**
Suneil Sharma, Chair, RAM Foundation and Andy George Diversity Mark Assessor
- The Power of Community Engagement and Partnerships**
Dr James Uhomobhi, Lecturer, Ulster University and Susan Walker, Allstate Northern Ireland
- The winning formula: The Impact of Employee Resource Groups and Champions**
Emma Patterson-Bennett, BBC Northern Ireland, Rosemary Williamson, Allstate NI, Angela Guiney and Kevin Heavern, Danske Bank
- 15.00** | **Overview of afternoon session**
- 15.10** | **Panel session facilitated by Chloe Gillard**
Diversity, Inclusion & Belonging Manager, Version 1
- From Strategy to Impact: Transforming Recruitment for Greater Inclusion**
Laura Dowie, Director, Timely Careers
Lisa McIlvenna, Deputy Managing Director, Business in the Community NI
Mark McAllister, CEO, The Labour Relations Agency
- 15.40** | **Inclusive Leadership, Walking the Talk**
Valuable insights from Judith Gillespie CBE, Co-Chair of the Diversity Mark Assessment panel
- 15.55** | **Close of conference by Christine White**
Director, Diversity Mark



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Meet Our Speakers



Carolyn Stewart

Summit Host

Carolyn, a non-practising lawyer, founded Totally Hot NI in 2018 to produce Caribbean-inspired pickles and sauces. In 2022, she established her own production unit in Townsend Enterprise Park to produce Jamaican Patties. The products have won seven Great Taste Awards and several Blas na hÉireann Irish Food Awards. They are sold in Northern Ireland stores and at The Patty Shack in Belfast. Carolyn also hosts the popular Lunchtime Bistro show on U105.

Professor Tim Soutphommasane

Keynote Speaker

Professor Tim Soutphommasane, the first Chief Diversity Officer at the University of Oxford, is a Professor of Practice in Human Rights and Political Theory. He has held roles as Australia's Race Discrimination Commissioner and Director of Culture Strategy at the University of Sydney. As Chief Diversity Officer, Tim leads the university's equality, diversity, and inclusion strategy, navigating issues like political polarisation, identity, culture, and leadership within institutions. Prior to Oxford, Tim worked in Australia as the youngest ever Race Discrimination Commissioner, leading the country's efforts in tackling racial discrimination during debates about balancing racial sensitivities with freedom of speech. He takes a holistic and nuanced view of identity and culture, recognizing that ideology cannot be separated from practical implementation. He draws on his experience to develop leadership and cultural interventions considering people, purpose, and values. Tim is also the author of five books and presented the award-winning Australian documentary series on multiculturalism, *Mongrel Nation*.



John Healy OBE

Guest Speaker

John Healy OBE is a senior executive with 30 years of experience in the technology sector, primarily in the financial service industry. He has led global teams, developed strategies, and delivered solutions to address business and technology issues. He served as Managing Director of Allstate NI from 2016 to 2022 and previously held the position of Service Centre Head for Citi's Belfast technology and operations centre. He was Chair of the Software Alliance, the industry-led representative voice of the £1.7 billion software industry in Northern Ireland. He is a member of Ulster University's Council, the Board of Business in the Community, and the Northern Ireland Chamber of Commerce.



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Caroline Van Der Feltz

Panellist

Caroline, a Northern Irish native, has been the HR Director for Danske Bank since September 2015. She has held senior HR roles in London's Financial Services and FMCG area, including 11 years with RBS Group, an Executive HR Director with Private Bank Coutts & Co, and a Global HR Director for RB. Caroline is Chair of the CBI People and Skills Committee, sits on the Department for the Economy's Northern Ireland Skills Committee, and chairs their Skills EDI Committee. She is also a Board member of the Financial Services Skills Committee and serves on the Board of Governors for Campbell College Belfast. Caroline was awarded the IoD EDI Director of the Year award in 2022 and the CIPD Award in 2023 for Outstanding Contribution in the field of Development in Northern Ireland. She now resides in Co Down with her two sons.

Shauna McPeake

Panellist

Shauna is the Director of People & Culture at Catalyst. A graduate of the Chartered Institute of Professional Development and with more than 10 years of experience in the field of people and culture, Shauna provides strategic direction and operational oversight for HR and Marketing.

With a deep passion for fostering positive employee experiences and a proven track record in innovative HR & cultural initiatives, Shauna has leveraged her expertise in HR strategy development, talent acquisition, performance management, and employee development to drive organisational success.

Shauna is passionate about inclusivity and community initiatives that provide support for individuals to reach their full potential. Shauna currently serves as a Non-Executive Director for Work West Enterprise Agency and as a mentor in partnership with Women in Business.



Aisling Quinn

Panellist

Aisling leads the HR Policy team in People and Organisational Development in the Northern Ireland Civil Service. Aisling and her team are responsible for developing and reviewing modern, effective policies covering the employee life cycle, enabling an innovative, ambitious, diverse and inclusive Civil Service; and for providing strategic advice on HR policy matters.

The NICS as public policy lead in Northern Ireland and one of the largest employers with over 24,000 staff continues to prioritise and deliver actions to be a diverse and inclusive organisation reflective of the society it serves.



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Dr James Uhomoibhi

Breakout Speaker

James Uhomoibhi is a Chartered Physicist, IT Professional, and Fellow of several professional organizations in Physics, Engineering, and Education. He is a visiting Professor of Physics, Computer Science, and IT in three Nigerian Universities, a visiting Professor of Science, Technology, and Environmental Studies at the Open University, Tanzania, and a Lead visiting Scientist at the African City of Technology (ACT), Sudan. Uhomoibhi has published numerous articles and edited books, and is an expert in digital education and e-Research. His research interests include artificial intelligence, digital education, machine learning, data science, information security, and mixed augmented and virtual reality computing.

Suneil Sharma

Breakout Speaker

Suneil Sharma, a former member of the Northern Ireland Council for Ethnic Minorities and commissioner on the Commission for Racial Equality, is currently the Chair of the Ram Foundation. The foundation, established in memory of his parents, works with organizations focusing on active citizenship, climate crisis, identity, politics, social justice, the future of work, and equality. Sharma is also an angel investor, providing seed funding and advice to local tech start-ups. He is an investor and director in Gig Grafter, a cloud-based workforce management platform. Sharma also writes a political blog under the name The Gob Uncensored, covering global, national, and local issues. He lives in Belfast with his wife Wendy and has two children, Ethan and Jude.



Andy George

Breakout Speaker

Andy George, the current President of the National Black Police Association (NBPA) in the UK, is a serving police officer in the Police Service of Northern Ireland. The NBPA aims to create a police service that represents, engages, and delivers services to all communities in a fair and equitable manner. Andy represents around 5000 members in just under 50 local associations across the UK and works to ensure members receive the best possible support. He advises the National Police Chiefs Council, College of Policing, Independent Office of Police Complaints, and Her Majesty's Inspectorate of Constabulary and Fire Service on racial equality, system change, and police accountability. He also meets regularly with government officials such as the Home Secretary. Andy spent the first 8 years of his policing career in a local policing team, then moved to the Armed Response Unit for 10 years. He is now a Chief Inspector, completing NBPA duties.





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Emma Patterson-Bennett

Breakout Facilitator

Emma works to ensure Diversity & Inclusion best practice is embedded across the organisation and supports the leadership team to deliver effective cultural change. Emma has prior experience in the education sector, providing advice and guidance on all aspects of equality, diversity and inclusion. Emma developed the first Gender Action Plan for the Education Authority including designing and leading on the award-winning EA Menopause Workplace Policy. Emma has a background in human rights and equality having worked for CAJ where her focus was on addressing critical equality and social justice issues through the use of the statutory equality duty. Emma was also part of the BrexitLawNI Project identifying the human rights and equality aspects of the EU exit for Northern Ireland. Emma has been actively promoting gender equality through human rights mechanisms and is an independent assessor for Diversity Mark.



Angela Guiney and Kevin Heavern

Breakout Speakers

Kevin and Angela are the Co-Chairs of the Rainbow Network in Danske Bank, having held the position for the last 2 years. As co-chairs, they are hugely passionate about raising awareness of LGBTQIA+ topics and issues through education, and fostering inclusion so that all colleagues feel empowered to come to work as their true authentic selves. Through allyship and advocacy for LGBTQIA+ colleagues they, along with the Rainbow Committee, have promoted a workplace where diversity is respected and inclusion is habit, and through building effective partnerships with external organisations such as Cara Friend and Stonewall, they have been able to extend this impact beyond the walls of Danske Bank.



Rosemary Williamson

Breakout Speaker

In 2016 she joined her first her 1st ERG, becoming a member of the Women in Technology at Allstate (WITA) employee group. Over the next six years she developed into the Vice Chair position, she also sat on the WITA Global ERG Core team bringing her unique local experience into developing global WITA strategy. In 2021 her role expanded out into supporting another EIG "AllCare" and then into the development of two new ERGs - the Disability Support Group (DSG) and Unity Group (Ethnicity). Her passion is building networks so that each and every employee feels like they have their own personalized support network when joining Allstate NI.





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Chloe Gillard

Panel Facilitator

Chloe Gillard is a global leader in Diversity, Inclusion, and Belonging, currently serving as the Global Diversity, Inclusion and Belonging Manager at Version 1. She has implemented a transformative global strategy to embed inclusion in all aspects of the organization. Prior to her role, Chloe worked in various industries, including technology, finance, and education, in the UK, USA, and Ireland. She also plays a vital role in promoting inclusivity in sports, serving as the Inclusion and Welfare Director on the Board of Ulster Hockey. Chloe's passion for driving meaningful change extends beyond the workplace, as she contributes to discussions on DEI and ESG topics. Her work continues to inspire positive change within her organizations and the broader industry.

Laura Dowie

Panellist

Laura Dowie is the Director of Timely Careers, a social enterprise in Northern Ireland that supports women re-entering the workforce after career breaks and those seeking flexible employment options. The organization provides assistance in navigating career opportunities and works closely with employers to advocate for the strategic benefits of flexible positions. Laura also engages with skilled professionals seeking re-entry into the workforce and senior professionals aspiring to transition careers while prioritizing flexibility. With extensive experience in various sectors, including private, public, and non-profit, Laura has a comprehensive skill set honed over nearly two decades. Her multifaceted career includes roles in operations, sales, marketing, and project management, enabling her to effect positive change within the professional landscape.



Lisa McIlvenna

Panellist

Lisa McIlvenna is the Deputy Managing Director at Business in the Community, Northern Ireland, the Responsible Business Network. She leads the Membership, Communications, and Workplace teams and is a key figure in the creation of BITC's CORE tool. With a PhD in Responsible Business from Queen's University Belfast, she focuses on Responsible Business (RB) and sustainability, advising organizations on integrating RB and sustainability into their business strategy. Lisa is a member of B Lab's European Regional Advisory Group and sits on the CABS taskforce. In her free time, she mentors upcoming CR managers, teaches Irish traditional music, and enjoys cooking and traveling.





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Mark McAllister

Panellist

Mark, a 20-year veteran of the Labour Relations Agency, has been appointed CEO and director of employment relations services. He has experience in frontline services, corporate services, and community mediation. Mark has also held positions as Northern Ireland Convenor of the Chartered Institute of Arbitrators and Chair of the Governance Institute (NI) Branch. He has held memberships in the Employment Lawyers Group (NI) and the Industrial Law Society. Mark is a legal academic and regional trade union negotiator, and has held positions as Chair of Community Restorative Justice Ireland and Northern Ireland Convenor of the Chartered Institute of Arbitrators. He is a respected expert in industrial and employment relations.

Judith Gillespie CBE

Co-Chair of the Diversity Mark Assessment Panel

Judith Gillespie, a former RUC/PSNI officer, joined the RUC GC in 1982 and became the first woman to become an Assistant Chief Constable in 2004. She holds a Masters Degree in Applied Criminology from the University of Cambridge and was Deputy Chief Constable in 2009. Gillespie was awarded an OBE, Honorary Doctorate, and CBE in the Birthday Honours in 2014 and was a Chief Officer in PSNI for 11 years. She chaired the Board of the Belfast 2013 World Police and Fire Games and left PSNI in 2014 to become an independent leadership advisor. Gillespie has served on various public bodies, including the Garda Policing Authority and the Inter Departmental Working Group on Mother and Baby Homes, Magdalene Laundries, and Historical Clerical Child Abuse. She is a member of the Prison Service Pay Review Body and an assessor for Diversity Mark Northern Ireland.



Meet Our Exhibitors

NOW Group

Autism NI

Belfast Business Promise

Women's Aid

Housing Rights



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Breakout Sessions

Delegates can choose one of the three sessions to attend before lunch and one after. The same sessions will be repeated after lunch.

Building Bridges: Fostering Social Cohesion and Inclusivity for a Stronger Community - Suneil Sharma, Chair, RAM Foundation and Andy George Diversity Mark Assessor

In this impactful session, Suneil will leverage his experience and expertise to guide us in reflecting on the future and the crucial role we play, both as individuals and within organisations, in mending fractured bridges and constructing stronger ones. With a focus on the recent rise in racial hatred and also reflecting on sectarianism in our society, Suneil will address the pressing need to foster unity across divides. He will explore vital themes such as equity, multiculturalism, and the dangers of neglecting social cohesion. Suneil will challenge us to think about how we can actively contribute to building a more inclusive and cohesive future, where diversity is celebrated, and divisions are overcome.

The Power of Community Engagement and Partnerships - Dr James Uhomobhi, Lecturer, Ulster University and Susan Walker, Allstate Northern Ireland

This session is designed to inspire attendees to think critically about the importance of partnerships and to apply collaborative strategies in their own organisations and sectors for broader impact.

Dr. James Uhomobhi will kick off the session by exploring the dynamics between competition and collaboration, highlighting the benefits of partnerships. He will emphasise how transitioning from a competitive mindset to one of collaboration fosters innovation, shared resources, and collective growth with real-world examples where collaboration has led to greater impact.

The second half will feature a case study presented by Susan Walker, showcasing Allstate's award-winning partnership with Women's Aid. This case study will provide an in-depth look at how corporate-community collaboration can make a measurable difference. Susan will talk about the strategic goals and mutual benefits for both Allstate and Women's Aid.

The winning formula: The Impact of Employee Resource Groups and Champions facilitated by Emma Patterson Bennett joined also by Rosemary Williamson, Kevin Heavern and Angela Guiney

This session explores the role of Staff Networks / Employee Resource Groups (ERGs) in fostering diversity and inclusion across different stages of development.

Emma Patterson Bennett, Diversity Mark Assessor and BBC, will introduce the session covering their purpose of ERG's, benefits, stages of maturity, budgeting needs, and the importance of executive sponsorship.

Rosemary Williamson will present Allstate's newly formed Ethnicity Network, discussing challenges, early strategies, myth busting and the role of champions in building a new ERG.

Kevin Heavern and Angela Guiney will share insights from Danske Bank's mature Rainbow Network, highlighting its initiatives, long-term impact, and role in advancing LGBTQ+ inclusion and corporate culture.