

Diversity Mark

# ANNUAL SUMMIT 2025



## Driving Value: Inclusion in an Ever-Changing Landscape

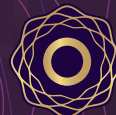
8th October 2025, Titanic Belfast



Diversity Mark



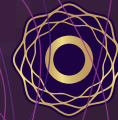
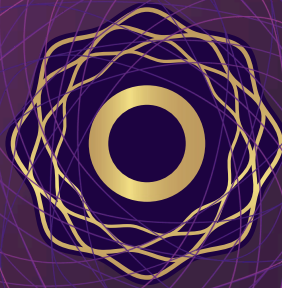
**Allstate®**



## Summit Agenda

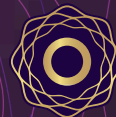
- 08.45 Registration & Morning Refreshments**
- 09:30 Welcome,** Carolyn Stewart, Summit Host
- 09:35 Opening: In Every Voice, In Every Step, In Every Success**  
Christine White, Director, Diversity Mark
- 09:45 Headline Supporting Partner's Message**  
Dr Stephen McKeown, Managing Director, Allstate
- 09:50 Keynote - Navigating Change: Leading Inclusive Organisations in a Rapidly Evolving World**  
Richard Mihalic, Senior Manager Inclusive Diversity, Allstate
- 10.20 In My Shoes -** Lutfur Ali, Senior Policy & Practice Advisor EDI, CIPD
- 10.30 Morning Break**
- 11.00 Panel Discussion - CEO Reflections: Inclusion and the Path to Impact -** Sara Venning, CEO, NI Water, Michael Neil, Head of Office Belfast, A&L Goodbody Northern Ireland, one more speaker to be announced  
Chaired by Lesley Miller, Strategic Project Lead, Diversity Mark
- 11.30 In My Shoes -** Natasha Boyd, Executive Assistant, Allstate





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- 11.40 Driving Value Breakout Sessions: Collective Insights**
- Group 1 - **How to make meaningful progress when budgets and resources are tight?** Susan Hayman, Engagement and Employer Solutions Manager, CIPD
- Group 2 - **How do we bring everyone along on the EDI journey, especially the 'reluctant middle?** Michelle Alexis, Diversity, Inclusion and Belonging Lead, BBC Business, Operations and Change
- Group 3 - **With shifting global narratives and rising local backlash, how do we keep EDI credible and valuable?** Jude Copeland, Legal Review Manager & Associate (NI), Cleaver Fulton Rankin
- 12.20 Session Switch**
- 12.25 Breakout Session Feedback Panel**
- Susan Hayman, Engagement and Employer Solutions Manager, CIPD  
Michelle Alexis, Diversity, Inclusion and Belonging Lead, BBC Business, Operations and Change and Jude Copeland, Legal Review Manager & Associate (NI), Cleaver Fulton Rankin  
Chaired by Carolyn Stewart, Summit Host
- 12.45 Lunch & Networking**



## Summit Agenda

- 13.45 | Keynote - From Intention to Impact: Measuring Culture & Inclusion in Today's Shifting Landscape**  
Sandra Healy, CEO & Founder, Inclusio
- 14.15 | Panel Discussion - Law Meets Machine: Navigating AI, Employment, and Ethics** featuring Filippo Sassi, Head of the AI Labs, Version 1, George Kilpatrick, Associate Director, Cleaver Fulton Rankin and Sandra Healy, CEO & Founder, Inclusio  
Chaired by Don Leeson, Diversity Mark Independent Assessor
- 14.45 | Keynote - Five Generations at Work: How We Win Together for Good**  
Rebecca Robins, Educator, Leadership Advisor, and Organisational Changemaker
- 15.15 | In My Shoes-** Christopher Owens, Technical Administrator, NIE Networks
- 15.25 | Keynote - Stories That Shape Us: Building Trust, Belonging, and Psychological Safety at Work**  
Babita Sharma, Journalist, Broadcaster, and Author
- 15.55 | Summit Close,** Judith Gillespie CBE, Co-Chair of the Diversity Mark Independent Assessment Panel
- 16.15 | Summit Ends**