

Diversity Mark

ANNUAL SUMMIT 2025



Driving Value: Inclusion in an Ever-Changing Landscape

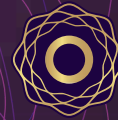
8th October 2025, Titanic Belfast



Diversity Mark

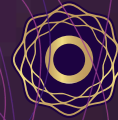
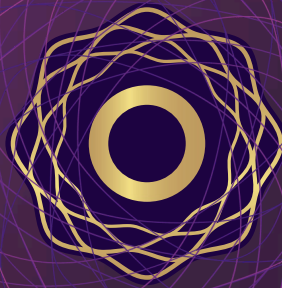


Allstate®



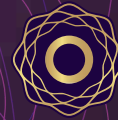
Summit Agenda

- 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 Opening** - Naomi Long, MLA, Minister of Justice NI
- 09:55 Headline Supporting Partner's Message**
Dr Stephen McKeown, Managing Director, Allstate
- 10.00 Keynote - Navigating Change: Leading Inclusive Organisations in a Rapidly Evolving World**
Richard Mihalic, Senior Manager Inclusive Diversity, Allstate
- 10.30 In My Shoes**
Lutfur Ali, Senior Policy & Practice Advisor EDI, CIPD
- 10.40 Morning Break**
- 11.10 Panel Discussion - CEO Reflections: Inclusion and the Path to Impact**
Sara Venning, CEO, NI Water
Michael Neil, Head of A&L Goodbody, Belfast
Kieran Harding, CEO, Business in the Community UK
Chaired by Lesley Miller, Strategic Project Lead, Diversity Mark
- 11.40 In My Shoes**
Natasha Boyd, Executive Assistant, Allstate



Summit Agenda

- 11.50 Driving Value Interactive 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
- 12.30 Session Switch**
- 12.35 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
- 12.55 Lunch & Networking**



Summit Agenda

- 13.55 Keynote - From Intention to Impact: Measuring Culture & Inclusion in Today's Shifting Landscape**
Sandra Healy, CEO & Founder, Inclusio
- 14.25 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
- 14.55 Keynote - Five Generations at Work: How We Win Together for Good**
Rebecca Robins, Educator, Leadership Advisor, and Organisational Changemaker
- 15.25 In My Shoes-** Christopher Owens, Technical Administrator, NIE Networks
- 15.35 In Conversation-** with Babita Sharma, Journalist, Broadcaster, and Author with Carolyn Stewart
- 16.05 Summit Close**
Judith Gillespie CBE, Co-Chair of the Diversity Mark Independent Assessment Panel
- 16.15 Summit Ends**