

### Opening Remarks from Forum Moderator

09:55 - 10:00

#### Participants

**Moderator: Tannya Jajal** - Author, AI Enthusiast, Futurist & Chapter Lead, Global Women in Tech Movement

### Opening Keynote Measuring Returns on your Inclusion Strategy: Show me the Money

10:00 - 10:20

- Key drivers, tools and techniques to measure your ROI in a hybrid work model
- Integrating differences by broadening the talent pool and overcoming skills gap

#### Participants

**Edward Hubbard** - President & CEO, Hubbard & Hubbard, Inc.

### Fireside Chat: Intersectionality: An Overlooked Component of DEI

10:20 - 10:40

- How intersectionality enables greater inclusion?
- Focus on Intersectionality to build global inclusion

#### Participants

**Hasan Rafiq** - VP - Diversity, Equity, Inclusion & Belonging, Newsela

**Salima Bhimani** - Chief Equity + Inclusion Strategist for the Other Bets, Alphabet (Google)

### Exclusive Interview: Disability Inclusion Maturity: Moving from Compliance to Culture

10:40 - 11:00

- Breaking down barriers to ensure people self-identify: Disability is not a taboo
- How can the senior management make disability inclusion a business priority

#### Participants

**Felicia Nurmsen** - Managing Director, Employer Services, National Organization on Disability

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### Putting Allyship into Action to Help Individuals Fulfil their Potential

11:00 - 11:20

- Breaking down barriers for underrepresented groups

#### Participants

**Margot Van Soest** - Client Development & Engagement Director, Sthree

### Striking a Gender Balance by Including more Women in the Boardroom

11:20 - 11:40

- What policies are companies adopting to foster women empowerment in the workplace?
- Unique leadership traits that women bring to the boardroom that drive business results

#### Participants

**Yvonne Thompson** - Entrepreneur, Author, International Public Speaker, Chairwoman, -

### Leveraging ERGs/BRGs/Affinity Groups to Build a Better Workplace

11:40 - 12:00

- How ERG's are maintaining a strong sense of community and belonging in the new normal
- Overcoming key challenges that obstruct the momentum during transformation

#### Participants

**Ahmed Ibrahim** - Co-lead, Diversity & Inclusion METNA POD, VMware

### From Hiring to Workplace Decisions: Addressing the Growing Concern of Bias

12:00 - 12:20

- What are the different types of workplace bias and how to avoid them?
- Designing appropriate tools, guidelines and policies to make your process inclusive

#### Participants

**Gurchaten Sandhu** - Non-Discrimination and Equal Pay Programme Officer, International Labour Organization (UN)

### How Culture Drives Innovation and Bottom-Line Results

12:20 - 12:40

- Developing improved solutions and approaches when people of different backgrounds collaborate
- Why is cultural competency so important? What are companies not getting right?

#### Participants

**Mark Champley** - Learning & Development Associate, People & Culture, Transport for NSW

### Interactive Work Group: Conceptual Outlook and Mindset – Increasing The Participation Of Different Sectors In DEI

12:40 - 13:00

This interactive work group will break out into 4 areas in which a change in mindset is needed to increase participation. Each group will be led by a session moderator and participants will have the opportunity to discuss what needs to be undertaken at industry level to shift the traditional mindset for the greater good.

- Decision Making
- Fostering diversity in the workplace
- Discussion the business case
- Increasing Employee Engagement

### Close of The D&I Forum for Future Workplaces

13:00 - 13:05

#### Participants

**Tannya Jajal** - Author, AI Enthusiast, Futurist & Chapter Lead, Global Women in Tech Movement

# SCHEDULE

THE D&I FORUM FOR FUTURE WORKPLACES - 15/11/2021

The D&I Forum for Future Workplaces

**15 November 2021**  
Virtual Event - 10:00 - 13:00 (GMT +4)

TIME
09:00
10:00
11:00
12:00
13:00