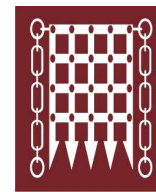


# Westminster Employment Forum Keynote Seminar: Improving equality at work for BME employees

Timing: Morning, Wednesday, 11<sup>th</sup> October 2017

Venue: Central London



WESTMINSTER  
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Draft agenda subject to change

- 8.30 - 9.00 Registration and coffee
- 9.00 - 9.05 **Chair's opening remarks**  
Senior Parliamentarian
- 9.05 - 9.40 **Racial equality in the workplace and society - the current national picture**  
**Rosie Wallbank**, Project Manager, Equality and Human Rights Commission  
**Frank Soodeen**, Head of Public Affairs, Joseph Rowntree Foundation  
Questions and comments from the floor
- 9.40 - 10.10 **Key recommendations from the Race in the Workplace Review and implementation challenges for business**  
**Sandra Kerr**, Race Equality Director, Business in the Community  
Questions and comments from the floor
- 10.10 - 11.00 **Promoting diverse workplaces and priorities for tackling discrimination and bias**  
*What further action can be taken to promote unconscious bias training among managers and leaders across the British labour market, should such training be mandatory as recommended in Race in the Workplace Review? In what other ways could government further seek to crackdown on discrimination - both unconscious and overt; what are the challenges to creating workplace cultures where more BME feel able to report such discrimination? How can more employers be encouraged to introduce diverse interview panels; what might be the impact of the widespread use of name-blind applications? Should all large employers be required to introduce specific targets and performance indicators for leaders on diversity; should they also be required to publish their data on diversity, as will be the case with the Gender Pay Gap, and what impact might this have? Could the government introduce a 'guide for talking about race', as recommended by the Review, and what would this guide need to include to best promote inclusive workplaces? What further action can be taken by government, employers and others to share the business benefits of a diverse workforce? How can government and business best use their supply chains to promote diversity?*  
**Kamaljeet Jandu**, National Equality Officer, GMB  
**Caroline Noblet**, Partner, Squire Patton Boggs  
**Dr Kenisha Linton**, Senior Lecturer, Human Resources and Organisational Behaviour, University of Greenwich  
Senior speaker confirmed from **RBS**  
Questions and comments from the floor
- 11.00 - 11.05 **Chair's closing remarks**  
Senior Parliamentarian
- 11.05 - 11.35 Coffee
- 11.35 - 11.40 **Chair's opening remarks**  
Senior Parliamentarian
- 11.40 - 11.55 **Addressing inequalities in the workforce**  
**Roger Kline**, Joint Director, Workforce Race Equality Standard Research and Engagement, NHS England and Author, *The Snowy White Peaks of the NHS*
- 11.55 - 12.55 **Improving access to elite professional occupations and leadership roles**  
*What steps can be taken to encourage more leading employers to give a greater focus on diversity when planning their internship and work experience programmes? Can more leading employers make a greater effort to contextualise applications or to consider candidates from a broader range of universities? What steps can be taken to encourage schools to bring in BME professionals as mentors and role models, as part of their careers provision; what further action can government take to promote careers to young BME people in occupations in which they are currently under-represented? Should universities introduce a dedicated careers advice service for BME students, in recognition of the employment gaps that they are affected by following graduation, as recommended by the Women and Equalities Select Committee? What further action can be taken to address the under-representation of BME employees in senior leadership and management roles? What examples are there of successful leadership programmes to support progression for BME employees into leadership roles and how can best practice be spread?*  
**Professor Shamit Saggat**, Professor of Political Science & Public Policy, Institute for Social & Economic Research and Associate Pro-Vice-Chancellor for Research, University of Essex  
**Dr Nike Folleyan**, Chairperson, Association for Black and Minority Ethnic Engineers UK  
**Raphael Mokades**, Founder and Managing Director, Rare Recruitment  
**Nigel Warner**, Director, Lexington Communications and Co-Founder, Creative Access  
Senior representatives, profession  
Questions and comments from the floor with **Roger Kline**, Joint Director, Workforce Race Equality Standard Research and Engagement, NHS England and Author, *The Snowy White Peaks of the NHS*
- 12.55 - 13.00 **Chair's and Westminster Employment Forum closing remarks**  
Senior Parliamentarian  
**Tom Overend**, Forum Lead, Westminster Employment Forum