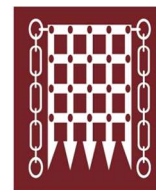


Westminster Employment Forum policy conference

BAME equality in the workplace - tackling workplace culture, ethnicity pay gap reporting, and improving recruitment and progression

Timing: Morning, Monday, 15th June 2020



WESTMINSTER
EMPLOYMENT
FORUM

Agenda subject to change

- 8.30 - 9.00 Registration and coffee
- 9.00 - 9.05 **Chair's opening remarks**
Lord Sheikh, Vice-Chair, All-Party Parliamentary Group for Race and Community
- 9.05 - 9.30 **Measuring and reporting on the ethnicity pay gap: progress made and further steps needed to reduce the gap**
David Isaac, Chair, Equality and Human Rights Commission
Questions and comments from the floor
- 9.30 - 9.40 Break
- 9.40 - 10.00 **Setting and measuring targets: progress since the introduction of The Race at Work Charter**
Sandra Kerr CBE, OBE, Race Equality Director, Business in the Community
Questions and comments from the floor
- 10.00 - 10.10 Break
- 10.10 - 11.00 **Developing diverse workplaces - gathering ethnicity data, gaining employees trust, and changing culture**
Katy Bennett, Diversity and Inclusion Consulting Director, PwC
Fudia Smartt, Partner - Employment, Spencer West
Fran Goble, Relationship Manager, Employers Network for Equality and Inclusion
Karen Flynn Macfarlane, Colleague Experience Lead for Ethnicity, Natwest
Wilf Sullivan, Race Equality Officer, TUC
Questions and comments from the floor
- 11.00 - 11.05 **Chair's closing remarks**
Lord Sheikh, Vice-Chair, All-Party Parliamentary Group for Race and Community
- 11.05 - 11.10 **Chair's opening remarks**
Senior parliamentarian
- 11.10 - 11.30 **Addressing inequality - progress since the Parker Review, Race Disparity Audit, and increasing BAME representation on boards**
Dr Doyin Atewologun, Reader & Director, Gender, Leadership & Inclusion Centre, Cranfield School of Management
Questions and comments from the floor
- 11.30 - 11.40 Break
- 11.40 - 12.20 **Recruitment and progression for BAME talent - the role of employee networks and mentoring programmes**
Richard Iferenta, Partner, Head of Challenger Banking and Chair, Race Leadership Team, KPMG
Bernadette Thompson, Deputy Director Inclusion, wellbeing and public appointments
People Capabilities and Change Directorate, Ministry of Housing, Communities and Local Government
Cynthia V. Davis, Chief Executive Officer & Founder, BAME Recruitment
Hammad Akhtar, Partner, Head of Corporate for Financial services, Pinsent Masons
Questions and comments from the floor
- 12.20 - 12.30 Break
- 12.30 - 12.55 **Next steps for BAME equality in the workplace and ethnicity pay reporting - policy priorities**
Senior speaker to be confirmed
Questions and comments from the floor
- 12.55 - 13.00 **Chair's and Westminster Employment Forum closing remarks**
Senior parliamentarian
Sean Cudmore, Deputy Editor, Westminster Employment Forum