

Westminster Employment Forum policy conference:

Next steps for ethnic diversity in the workplace

Timing: Morning, Tuesday, 2nd December 2025

Taking place online



WESTMINSTER
EMPLOYMENT
FORUM

Draft agenda subject to change

- 8.30 Registration
- 9.00 **Chair's opening remarks**
Senior Parliamentarian
- 9.05 **Ethnic diversity in the workplace - policy, evidence and organisational best practice**
Professor Lindsey Macmillan, Professor, Economics and Founding Director, Centre for Education Policy and Equalising Opportunities, Institute of Education, University College London
Questions and comments from the floor
- 9.30 **Next steps for creating inclusive workplaces and assessing proposed measures in the Draft Equality (Race and Disability) Bill**
current trends in pay gap reporting and tackling disparities in pay | proposed new obligations under the Employment Rights Bill and proposals in the forthcoming Draft Equality Bill | legal duties on pay reporting, action plans, and data transparency | practicalities of data collection | tackling dual-discrimination | duty of employers to prevent workplace harassment | best practice in developing an inclusive workplace
Senior representative, employer
Senior representative, advocacy
Senior representative, trade union
Senior representative, SME
Senior representative, legal
Questions and comments from the floor
- 10.20 **Priorities for representation in leadership and the role of the Race at Work Charter**
Sandra Kerr, Director, Race Equality, Business in the Community
Questions and comments from the floor
- 10.40 **Chair's closing remarks**
Senior Parliamentarian
- 10.45 Break
- 10.55 **Chair's opening remarks**
Senior Parliamentarian
- 11.00 **Assessing best practice for employers and supporting ethnic minorities in the workplace**
Sarah Minor-Massy, Director, Workforce Transformation, PricewaterhouseCoopers
Lutfur Ali, Senior Policy Advisor, Chartered Institute of Personnel and Development
Questions and comments from the floor
- 11.40 **Addressing bias, intersectional challenges and structural barriers - latest thinking and key priorities for recruitment, retention and progression**
addressing intersectional challenges and barriers to progression | tackling unconscious bias in the recruitment process | strategies for promoting work-life balance | implementing mentorship programmes | representation in senior levels of workforces | employer challenges of capacity and costs, including SMEs | assessing sector-specific challenges
Adam Riley, Employee Benefits Director, Black Mountain Group
Vanessa Johnson-Burgess, CEO, Inclusive Recruiting
Senior representative, employer
Senior representative, advocacy
Senior representative, trade union
Questions and comments from the floor
- 12.30 **Next steps for implementation moving forward**
Senior representative, policy
Questions and comments from the floor
- 12.55 **Chair's and Westminster Employment Forum closing remarks**
Senior Parliamentarian
Sean Cudmore, Westminster Employment Forum