



Charity HR Network: Driving Change in Diversity, Equity and Inclusion through Strategic HR

Thursday 23rd September 2021

Aim of the conference:

The online conference this year will focus on important issues facing organisations and provide support for HR professionals in addressing diversity, equity and inclusion (DEI) challenges.

Time	Session details
9.30	Welcome and (virtual) networking Welcome from Peter Reeve (Interim CEO) and Kerry Smith (Steering Group Chair)
10.00	Opening Keynote: Enabling people to bring their whole self to work Julie Dennis (Head of Diversity & Inclusion at ACAS) will focus on the important role that HR leads/teams can play in enabling and supporting all people. Julie will explore the current landscape, drawing on how Covid has had a disproportionate impact on some groups and highlighting how to move forward. Organisations can't do everything at once and need to understand their own priorities and approaches, with HR having an important part to play in this and ongoing preventative work.
11.15	Break
11.30	Report on the outputs of the DEI survey for CHRN members Tim Walters and colleagues from Agenda Consulting will discuss the DEI survey involving some CHRN member organisations. The session will focus on benchmarking/sharing learning and report on Agenda's analysis of the survey results overall and broken down by demographic groups
12.30	Lunch
13.30	Parallel sessions.

	<p>This hour provides an opportunity to join DEI discussions on specific areas of interest within HR, including topics led by our two long-standing special interest groups. We hope that different sessions will be of interest to you and key members of your team.</p> <ul style="list-style-type: none"> • Supporting effective and embedded DEI strategy (working title) Led by the Learning and Development Group, this session will explore how we embed DEI learning across provision and practices, rather than offering training in isolation. Inclusive leadership training will be explored to consider how we design diverse and inclusive services at a strategic and practical level. • Inclusive recruitment: the candidate journey. Led by the Recruitment Group and commercial partner TPP Recruitment, this session will focus on how to encourage and engage with a more diverse group of applicants, what can be changed across the candidate journey and what can (and should) candidates expect moving forward. • DEI and the brain Led by Kate Pearlman-Shaw (Clinical Psychologist and Associate at Starfish Search) and Katy Giddens (Director, Starfish Search) this session will explore a neuroscience consideration of what happens to your colleagues and their teams. We will talk about the brain, the importance of threat and reward (safety) mechanisms and the impact on teams and individuals. This will include what happens when there's a perceived threat to those involved in the organisation, team or even in a single interaction and what to do to decrease such threats and build enhanced psychological safety. • 'What do you need from us': the inclusive question to ask staff with disabilities Led by Amanda Bennett (Guide Dogs for the Blind Association) This session will seek to explore the culture and practice you need to ensure your organisation is inclusive to staff with disabilities. It will equip and empower you to have a person-centred, asset-based conversation with your staff who have disabilities. This session will help you to increase the sense of belonging and ensure each person with a disability can bring their best self to work.
14.30	Break
14.45	<p>Closing keynote: DEI and the profession – a challenge to all</p> <p>David D'Souza (Membership Director at CIPD) will discuss what the DEI agenda means to the profession and offer insights into how the CIPD is responding to that.</p>
15.45	Final round up and close

Please contact Lisa, the network co-ordinator with any queries about the conference programme:
coordinator@chrn.org.uk