



**Ibec
Management
Training**

Building Inclusion & Diversity

Practitioners guide to getting it right

24 September 2019
Clayton Ballsbridge Hotel, Dublin

www.ibectraining.ie/diversity

Diversity and Inclusion policies are critical from a business, social and legal imperative for all organisations in today's competitive environment

This seminar will explore how we can work towards an inclusive workforce where the best talent is attracted, retained and succeeds within your organisation. We will explore the problems and barriers to achieving a **diverse and inclusive workforce**. The focus will be on various forms of diversity with a particular **focus on gender** and looking at the associated business benefits of **getting it right**. We will also explain what **unconscious bias** is, how we are all biased and how it can impact us as individuals, teams and organisations.

Participants will leave with practical actions that they can implement in the workplace, having heard from a number of organisations that will share what they are doing in the area of diversity and inclusion and the lessons they have learned along the way.

At the end of this seminar participants will:

- Gain an insight into the context for Diversity and Inclusion and see what the future looks like
- Understand what Diversity and Inclusion mean and why diversity is good for business
- Look at the research in the area of privilege and culture and how it operates unconsciously, but in a powerful way
- Examine what unconscious or implicit bias is, why we are all biased and how it can impact the decisions we make in the workplace around recruitment, development, performance management and succession planning
- Get back to basics, starting with your recruitment policy and practices
- Hear from an expert in the area of communicating your message in this space to your workforce to ensure you bring people with you on this journey
- Gain an insight into what leading organisations are doing in this space and the lessons they have learned along the way
- Putting it all into practice is critical, so key do's and don'ts will be summarised at the end of the programme



Those attending this event can gain a Certificate of Completion from Ibec to apply for CPD points

Agenda

9.00 Introduction and Welcome

Chair – Ciara Doherty

9.10 The Context - Dr Kara Mc Gann, Ibec

- What is driving the change in how we think and act in this area?
- Policy in this area - Balance for Better Business; Gender pay gap Reporting; Changing demographics; War for talent

9.40 What is Diversity, Inclusion and Privilege – Peter Cosgrove

- What are we talking about?
- Why bother with diversity and inclusion?
- Beyond the business case
- What is diversity and what is inclusion? What is gender equality and equity?
- What is Equality v's Equity – what's the difference?
- What is privilege?
- How do we recognise it?
- The research in this area

10.45 Questions and Answers

11.00 Coffee Break

11.15 Panel Discussion – Diversity and Inclusion at Work

- Philip Kelly – ESB Ireland – The ally programme BeMe@ESB and its evolution in practice
- Gillian McMahon – BT Ireland – Supporting employees through the BT passport, an award winning initiative

12.00 Back to basics – from Recruitment to Keeping a Diverse Workforce engaged

- Korn Ferry

- Recruitment and getting it right from the start
- Advertising and its impact on those reading the ads
- Research on how men and women react to language and positioning of jobs
- Unconscious bias and its impact on recruitment

12.45 Questions and Answers

13.00 Lunch

14.00 Best Practice Example – Andrew

Keating, Bank of Ireland

- How to bring in a successful flexible working process that meets the needs of the business and the individual

14.30 Communication and Getting your Diversity and inclusion Message Across – Barry Mc Loughlin, Communications Clinic

- Gender Pay Gap – Your policy and what you are doing in 2019 and 2020
- Communication within your organisation
- Getting the message right and ensuring you bring your people with you on the journey
- Do's and Don'ts along the way
- A practical approach to communicating this message well

15.15 Practical Take Aways - Panel to include Caroline Collins, Irish life and Aoife Ni Mhurchu, Sky

- Do's and Don'ts
- Barriers to achieving the culture you want
- Building the blocks for diversity and inclusion in your organisation
- Getting the policy and context right
- Key initiatives to discuss and tailor to your organisation
- Using the research to make a real difference
- The power of one – what can I do now to make a difference

15.45 Programme Review and Close

Book online www.ibectraining.ie/diversity

Contact Raquel de la Pena to discuss further, training@ibec.ie | 01 605 1667



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Clayton Ballsbridge Hotel,
Merrion Road, Dublin 4**

**Member rate: €330 (+VAT)
Non-member rate: €400
(+VAT)**

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