

PLENARY SPEAKER BIOGRAPHIES

9:55 Dan Robertson, Director, **Vercida Consulting**

Highly respected as a subject matter expert on workplace diversity & inclusion, unconscious bias and inclusive leadership, Dan Robertson is the Director of Vercida Consulting.

Dan has a particular expertise in the science and application of unconscious bias, leadership decision-making and behavioural economics. He spends his days supporting executives to turn diversity theory into meaningful actions. He is acknowledged as an inspirational conference speaker and an expert facilitator working across a wide range of business sectors globally, including Asset Management, Banking, Insurance, Private Equity, Pensions, Legal, Professional Services, Consulting, Media, Oil and Gas, Recruitment and many others.

He has provided tailored learning, facilitating face to face workshops and delivering conference presentations covering themes including bias reduction and inclusive leadership to a wide range of global organisations based in London, Madrid, Paris, Amsterdam, Rome, Frankfurt, Munich, Brussels, Moscow, Prague, Zurich, Dubai, Dublin, New York, Hong Kong, Shanghai, Beijing, Tokyo, Singapore, Bali, Mumbai, Bangalore, Chennai and Johannesburg, amongst others.

He sits as an advisor to the following:

The Lord Mayor of London's Power of Diversity programme (London)

ICEDR's QUEST programme: Supporting early career woman (Boston, USA)

Publications: The Long Road to Inclusivity: Published in Beyond 2015, Shaping the Future of Equality, Human Rights and Social Justice. A Collection of Essays: Equality & Diversity Research Network. 2015.

10:10 Dr Scarlett Brown, Director of Research and Policy, **Tomorrow's Company**

Scarlett is an experienced social researcher, specialising in diversity, work and organisations, and corporate governance.

She has a passion for research, using both qualitative and quantitative methods and data analysis. She speaks and presents on a wide range of topics – ranging from investor relations masterclasses at the London Stock Exchange to Purple Reign: a conference on the life and legacy of Prince. She also writes for a wide range of stakeholders, including academic and practitioner audiences.

Scarlett has a PhD in Management and Business Research from King's College London, where she used in-depth interview research on FTSE 350 directors to uncover gender difference in how non-executive directors are appointed, and the effect of the Davies' Review. She also has a BSc in Sociology from the University of Bristol and an MSc in Sociology from London School of Economics. Before joining Tomorrow's Company Scarlett was a Senior Governance Analyst at Grant Thornton Governance Institute, and co-author of their annual Corporate Governance Review.

10:25 Hayley Bennett, Wellbeing and Diversity Advisor, **Business in the Community (BITC)**

Hayley Bennett is driven by a purpose to create and empower diverse future leaders within sports and business. She currently works at Business in The Community as a designated Wellbeing and Diversity Adviser to some of the UK's largest employers and brands. She specialises in facilitating workshops on workplace culture, developing mentoring programmes and Inclusive Leadership.

In her previous role at Kick It Out, English football's equality and inclusion organization, her work involved empowering football's future leaders and educating stakeholders in the game. She has been recognised as a Rising Star in Sport and by the Football Black List Awards. Hayley co-founded Nutmegs, a community for women and non-binary people of colour to connect and enjoy football. She has recently co-authored a children's book to encourage girls' involvement in sport.

Sam Smethers, Chief Executive, **The Fawcett Society**

The Fawcett Society is the UK's leading charity campaigning for gender equality and women's rights. Sam Smethers is the Chief Executive of the Fawcett Society and took up her post in 2015. Prior to that she was the Chief Executive of Grandparents Plus for over six years. She had previously worked for the Equal Opportunities Commission as their Director of Public Affairs and also has nine years experience of working in parliament.

Sam is a trustee of the Equality and Diversity Forum, a former Trustee of the Fawcett Society and of single parent charity Gingerbread.

Nicola James, Chief Executive Officer, Chartered Occupational Psychologist, **Lexxic**

Nicola James is a Chartered Occupational Psychologist and the Founder / CEO of Lexxic Ltd. Following her own personal experience of dyslexia while working in the corporate sector,

Nicola established Lexxic in 2007 as a specialist consultancy with the aim of empowering neurodiversity in the workplace. Lexxic has now grown to a team of psychologists who provided specialist services to the corporate sector, government organisations and education providers throughout the UK and Ireland.

Lexxic also launched their pioneering neurodiversity platform for workplaces www.neurotalentunlocked.com in 2012. Nicola sits on the ENI steering committee and the British Psychological Society Neurodiversity working group.

11:30 Rebecca Thomas, Policy Lead on Employment Issues, **EHRC**

To follow

11:45 Jacqui Gavin, Head of Diversity & Inclusion Centre of Excellence, **ENEI**, Former Culture & Inclusion Manager, **Cabinet Office**

Following a successful twenty-year career in the service delivery sector, Jacqui joined the Civil Service in July 2009 where she started within the Department for Work & Pensions working out of Warrington Pension Centre. Within months of commencing her role, Jacqui was head hunted by Terry Moran the then Chief Executive of PDCS ((Pensions, Disability & Carers Service) a division of DWP) and asked to lead on the transitional change for transgender issues within DWP. By August 2010, she was a part of a:gender the Civil Service network providing support on transgender inclusion in the wider Civil Service through her involvement with colleagues from across central Whitehall based out of the Home Office. In 2011 Jacqui further rose to prominence in the as the Vice-Chair of a:gender and then just a year later she became the Chair of a:gender gaining a positive reputation across Whitehall.

This was the catalyst that allowed Jacqui to open the opportunity for the Civil Service and a:gender to become a much respected resource for transgender issues across all sectors of society. She also took the network from being solely about binary transsexual issues for individuals working for the Civil Service to recognising non-binary and intersex identities both within and outside the Civil Service. Her passion for doing the right thing meant that she was able to share best practice of the wider transgender issues in conjunction with other characteristics with other business sectors and saw her win the 2016 British LGBT Award (Diversity Champion).

In February 2017, Jacqui became the D & I Lead at the Department for International Trade, one of Whitehall's newest central government departments where she was instrumental in embedding an inclusive culture. This was particularly prevalent where she improved the performance of the department on the Stonewall Workplace Equality Index where the department increased its standing from 423rd to 101st in less than two years and in recognition won the 2018 WinTRADE Head of Diversity of the Year. After two years Jacqui moved to the Cabinet Office in October 2018 as the Culture & Inclusion Manager where she drove through many positive changes and won the 1121st Prime Ministers Points of Light Award for her work in supporting the rights of transgender people both within and outside government.

In June 2019 Jacqui moved to enei (Employers Network for Equality & Inclusion), where as part of the SMT she heads up the Centre of Excellence team to provide a quality eye and drive up the inclusion standards.

Patrick Woodman, Consultant and Editor, **Dialogue Magazine (Duke University)**

Patrick Woodman is a freelance business writer, researcher and communications consultant. He is the editor of *Dialogue* magazine, published by LID Business Media and Duke Corporation Education. Patrick was previously Head of Research and Advocacy at the Chartered Management Institute (CMI), where he was responsible for several pieces of research on gender diversity and inclusion as part of the CMI

Women programme, and for *Delivering Diversity* (2017), CMI's first ever report on increasing the representation of BAME people in management.

Rebecca Ormond, Inclusive Workplace Leader, **PwC**

To follow

SEMINAR SPEAKER BIOGRAPHIES (FOR INFO)

Clr Asher Craig, Deputy Mayor & Cabinet Lead for Communities, Equalities & Public Health, **Bristol City Council**

Asher has over 30 years' experience as a community activist, leader, management consultant and now politician. She has championed the needs of the voiceless, with a particular emphasis on the social-economic development of BME and under-represented communities. She has led and chaired a number of major partnerships and organisations at local, regional and national level and has worked in the field of employment & training, education & skills, recruitment, advocacy, equality & diversity within local government and third sector.

Asher was elected as the Labour Councillor for the ward of St George West, Bristol in May 2016 and was appointed to the Cabinet with the wide reaching portfolio of Neighbourhoods in August 2016.

In March 2017 Asher was asked to step into the new created role of Deputy Mayor for Communities, bringing into & elevating the issue of Public Health as part of this new portfolio.

Caroline Barkley, HR Business Manager Organisational Transformation, Organisational Transformation, **Doncaster Metropolitan Borough Council**

Caroline Barkley is an experienced HR and OD professional with over 30 years' experience working in the public sector. Caroline has a passion for diversity, championing equality, diversity and inclusion throughout her career and has led the organisations she has worked for to achieve numerous national awards.

Working at Doncaster Council, Caroline and her team have been a key part of the Council's transformation putting good practice in place to help the workforce achieve for the people of Doncaster. She has been instrumental in reinvigorating the approach to equalities and diversity and developing a more inclusive workplace culture.

Mae Wilson, Senior HR and OD Officer, **Doncaster Metropolitan Borough Council**.

Before joining Doncaster Council, Mae started her local government career at North Lincolnshire Council as part of the Local Government Association: National Graduate Development Programme, where she gained an insight into the breadth of services, and challenges facing this sector.

Mae's key passion is ensuring that as an employer of choice, Doncaster Council is a great place to work where staff are inspired to give their best, and individual's talents and differences are promoted, celebrated and respected.

Dr Jo Ingold, Associate Professor of HRM & Public Policy, Faculty Impact Champion, Work & Employment Relations Division, **Leeds University Business School**

Dr Jo Ingold is an Associate Professor of Human Resource Management and Public Policy at Leeds University Business School. Her academic specialism lies at the intersection of human resource management and public policy and her research and publications cover active labour market programmes; employability and skills; disadvantaged labour market groups including parents/carers and disabled people; recruitment and selection; and evidence and policy-making. She has a background in the voluntary sector and in policy, research and people development in central government and has published in a range of top-ranked academic journals. She was awarded an ESRC Future Research Leaders Fellowship and won the Ken Young Prize for the best article in *Policy & Politics*. She is a member of the Editorial Board of the leading sociology of work journal, *Work, Employment and Society*, a Fellow of the Higher Education Academy and an Academic Member of the CIPD.

Kathryn Watson, Principal Investigator on the ESRC-funded Project, **'Raising the Ceiling on Diversity and Inclusion: A Corporate Retail Case Study'**, Research Impact Manager, **Leeds University Business School**

Kathryn Watson is the Principal Investigator on the ESRC-funded project 'Raising the Ceiling on Diversity and Inclusion: A Corporate Retail Case Study'.

She is also the Research Impact Manager for Leeds University Business School and supports members of faculty with achieving impact from their research in management practice and policy.

Kathryn previously worked on diversity and inclusion relating to the health and social care of BAME elders. Her academic background covers marketing and entrepreneurship having worked as a Lecturer in Marketing at University of Bradford until 2003.

Nicola James, Chief Executive Officer, Chartered Occupational Psychologist, **Lexxic**

Nicola James is a Chartered Occupational Psychologist and the Founder / CEO of Lexxic Ltd. Following her own personal experience of dyslexia while working in the corporate sector,

Nicola established Lexxic in 2007 as a specialist consultancy with the aim of empowering neurodiversity in the workplace. Lexxic has now grown to a team of psychologists who provided specialist services to the corporate sector, government organisations and education providers throughout the UK and Ireland.

Lexxic also launched their pioneering neurodiversity platform for workplaces www.neurotalentunlocked.com in 2012. Nicola sits on the ENEI steering committee and the British Psychological Society Neurodiversity working group.

Yvette Gibson, Psychologist and Neurodiverse Individual

Yvette has a Bachelor of Science (BSc) focused in Psychology and Education Studies and a Masters in Occupational Psychology. She has a background in hospitality and sports coaching young children with

learning and physical disabilities to help them develop confidence, gross motor skills and spatial awareness. She is a graduate member of the British Psychological Society (BPS) and a qualified Level A in Ability and Personality Test User.

She is skilled in customer service, data analysis, communication, team building, researching, coaching, software training, diagnostic assessments, workplace assessments and public speaking. Being a dyslexic individual herself, she has a passion to help others with their difficulties as she was lucky enough to have support both in school, home and at work. Yvette is keen to use her skills and knowledge to support individuals in understanding and accepting their own diagnoses. She is passionate about supporting individuals to fulfil their potential both in work and life.

Nina Harding, Belbin Team Roles Accredited Practitioner and Experienced Mediator

Nina Harding is an experienced Learning and Development professional with over 10 years' experience working in the HE sector. With a further nine years' experience working in visual arts. During that time Nina has led on the creation, planning and implementation of the Performance Development and Review online project. Nina has been instrumental in the creation of change management support for staff and most recently the creation of a mediation service at the University of East London and a pan London HE Mediation Service. Nina is a Belbin team roles accredited practitioner and experienced mediator.

Clare Matysova, Equality, Diversity and Inclusion Manager, **University of East London**

Clare has been working in EDI related roles within HE for the past 12 years. Working at the University of East London for the last four years, Clare has been responsible for project managing the institution's successful Athena SWAN and Race Equality submissions. A key focus of which is developing a more inclusive culture and tackling bullying and harassment both in the staff and student contexts. Previously, Clare worked at the University for the Creative Arts as Disability Support Services Manager and was responsible for managing a number of cross disciplinary inclusivity and equality related projects.

Clare is also a PhD researcher focusing gender equality and exploring the impact of the UK's shared parental leave policy from the perspective of couple's decision-making.

Elaine Yerby, Senior Lecturer in HRM, **University of East London**

Elaine Yerby is a Senior Lecturer in HRM at the Royal Docks School of Business and Law at the University of East London where she runs the MA HRM (CIPD Level 7 accredited programme).

Prior to joining the School Elaine worked in a variety of operational and strategic HR roles for the Metropolitan Police Service.

Elaine predominantly worked in HR internal consultancy roles advising on the people aspects of major change programmes, including acting as the Engagement and Communication Manager for a large scale Transforming HR Programme.

Elaine's research interests include gender issues in careers and the professions, conflicts and shifting boundaries in the Gig Economy and restorative practices and healthy conflict cultures.

Mariam Irshad, Student Conduct Officer, **University of East London**

Mariam has worked at the University of East London in a number of roles since 2014 with a central thread of inclusive practice threaded throughout.

Mariam led a successful anti-harassment campaign titled 'My Body Not Yours' prior to starting a role within the Equality and Diversity Team and was seconded from there to project manage the institution's OFS Catalyst funded project, Step Up to Stop Hate, which has involved the development of a reporting tool through Report and Support.

One of Mariam's key priorities is tackling sexual violence and hate crime, with a view to ensuring the institution is safe and inclusive for all members of its community.

Asif Sadiq MBE, Head of Diversity, Inclusion and Belonging, **The Telegraph**

Dr Michael Seeraj, Head of EDI, **Charlton Athletic Community Trust (CAC)**

Dr Michael Seeraj is the Head of Equality, Diversity & Inclusion (EDI) at the award-winning Charlton Athletic Community Trust (CACT) - the only dedicated Department of its kind in Professional Football across the UK.

Michael formed part of the European Union (EU) Fundamental Rights Agency (FRA) influential programme examining racism, exclusion and anti-discrimination in the context of sports inclusion across the EU Member States, and is a former Chair of the London Football Association (FA) Inclusion Advisory Board. Michael also helped to establish the first ever LGBT+ Team to formally affiliate to a Professional Football Club.

The CACT EDI work has been recognised as an "outstanding example of excellence and innovation in urban integration practice" by the International Cities of Migration: Good Ideas from Successful Cities: Municipal Leadership on Immigrant Integration, and recently included as an example of Best Practice, in the Government's Integrated Communities Strategy Green Paper (2018).

Nicholas Glossop, National Head: Inclusion and Learning Support/Safeguarding, **BPP University and Professional Apprenticeships**

Nick Glossop has over 19 years of experience in Further and Higher Education and is dynamic and progressive Diversity and Inclusion Champion.

For the last 7 years Nick has worked for the BPP Group as the Group Head of Inclusion and Learning Support at His role includes responsibility for Learning Support, Equality and Diversity, Mental Health, Wellbeing, Widening Participation, Safeguarding and Prevent.

Nick has substantial experience of designing and implementing Learning Support and Equality and Diversity services in large complex establishments in Further and Higher Education. He has designed and implemented the Equality and Diversity and Learning Support strategies at BPP University.

He is a passionate about Inclusive practice and its positive impact on the individual and the organisation. He believes that true Inclusion and Diversity takes into consideration the experiential history of the individual, their expectations, self-image, goals, beliefs and the sociological and ideological structures which surround them.

Nick has written articles for various legal publications and was a member of the UUK Social Mobility Advisory Group for Government. He is a member of the Law Society, Lawyers with Disability Division and is the SEND Governor at a local primary school.

Dr Saher Ahmed, Head of Equality, Diversity and Inclusion, **Wellcome Sanger Institute, Cambridge**
Dr Saher Ahmed has 15 years of experience working in the area of EDI and co-ordinates the Wellcome Genomes Campus' EDI activity, '[Equality in Science](#)' programme. In her role, Saher is responsible for influencing and making changes to policies, practices and provisions that disproportionately disadvantage people according to their gender and other protected characteristics. Saher has led and set-up national projects in the area of EDI and worked with schools, teachers, universities and employers. A physicist by background, Saher has first-hand experiences of the challenges of navigating a career in science.

Becky Holloway, Wise Crowd Builder and Convenor, **Jericho Chambers**
Working on behalf of clients engaged in tackling big societal issues, Becky leads and convenes wise-crowds as part of Jericho programmes to help negotiate and co-create a brighter future. Her work helps build wide-reaching, dissenting and engaged communities – broad and diverse enough to have an effect beyond that of a traditional echo chamber, and expert enough to get things done and make a difference. With an academic background in Philosophy and a particular focus on ethics, communities Becky has helped develop to date have been integral to (among others) the “Global Responsible Tax Project” with KPMG, and the “Future of Work is Human” movement with CIPD. Other projects include curating wise-crowds to help identify positive ways forward on issues for Capital & Counties Properties, Grant Thornton, The Building Research Establishment (BRE) and Go-Ahead Group.

James Mahoney, Head of Global Technology Diversity and Inclusion, **J.P. Morgan**
James Mahoney is the head of Global Technology Diversity & Inclusion at JP Morgan Chase. In this role, he oversees the firm's strategy across communities to enhance the journey of employees' experience from hire to retire, as well as ensure an emphasis on engagement.

In 2015, James started the Autism at Work program at JPMC and has helped grow it into a global initiative that has been widely recognized for valuing and employing neuro-diverse talent. He also leads the effort to ensure employees with disabilities have technology that is accessible, as well as easy access to adequate assistive tools.

James is the North American co-chair of JPMC's Access Ability Business Resource Group where he helps foster increased awareness and support of people of all abilities.

James has been with JPMC seven years, serving in a variety of leadership roles, most recently as Chief Quality Officer for Home Lending Technology. Prior to joining JPMC, he held various leadership positions in the technology and business sectors. James' previous companies include: IBM, KeyBank, MetLife, Fidelity Investments, and Putnam Investments.

Atif Choudhury, Winner of the 2018 GED Noon Award, Co-founder and CEO, Diversity and Ability (DnA) and Zaytoun

Winner of the 2018 Global Equality and Diversity Noon award, Atif Choudhury is an award-winning social entrepreneur, with a background in economic justice and disability inclusion projects.

Focusing on the inclusion of marginalised communities, Atif has worked with a number of high profile grassroots social development projects across the UK, the Middle East and Asia. He is the co-founder and CEO of Diversity and Ability (D&A) and Zaytoun CiC (the world's first Fairtrade Palestinian olive oil cooperative), as well as serving as a trustee for the anti-poverty charity War on Want.

He was a shortlisted finalist as "Entrepreneur of Excellence" for the 2019 National Diversity awards and remains a trustee of the pan-disability charity Disability Rights UK.

Joel Attar, Award Manager, UnLtd

Joel Attar is an Award Manager for UnLtd – the foundation for social entrepreneurs. He is an advocate for social enterprise, and helps individuals as they start and grow social businesses. UnLtd's current partnership with Scope, the disability charity, is a great example of how Joel is supporting people with good ideas to address the disability employment gap. Before UnLtd, Joel worked in international social enterprise support with the Global Social Entrepreneurship Network. He also spent several years working with young people who have been marginalised, at youth homelessness charities Centrepoint & the Foyer Federation. He has worked in the social care sector and in vocational education in his home borough of Southwark. Some of the influences and events which have shaped his identity include his upbringing in multicultural London, a love of music, fatherhood, redundancy, Jewish culture and living & studying in Berlin.

Dr Nancy Doyle, CEO and Founder, Genius Within

Nancy is a Registered Occupational Psychologist with 20 years' experience in neurodiversity, professional management coaching and welfare to work.

Nancy has worked with thousands of clients from Access to Work, to blue chip boards and within the prison service.

Nancy volunteers for the British Psychological Society (BPS) where she sits on the Committee for Testing Standards and contributes to Professional Practice Guidelines.

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Nancy is also a non-executive Board member for ERSA and SASC. Nancy won Public Policy impact of the year at the BPS division of Occupational Psychology in 2019 for her working lobbying the DWP and several APPGs to take an evidence based approach to neurodiversity inclusion.

Nancy has delivered 2 series of Employable Me with the BBC and 2 series of The Employables with A+E TV in the USA.