



# Speaker Biographies

## **Funke Abimbola FRSA**

**General Counsel & Company Secretary, Roche UK**

Funke is a solicitor and senior leader for Roche, the world's largest biotech.

She leads the legal and corporate compliance functions supporting Roche's pharmaceutical operations in the UK, Ireland, Malta and Gibraltar, is currently the most senior black lawyer working within the UK pharmaceutical industry and is one of the most senior globally.

A multi award winning solicitor and diversity campaigner, she has received both national and European recognition for both her legal and diversity work. She is a regular speaker to students and professionals and holds a number of diversity-related non-exec roles.

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## **Helen Best**

**Deputy Dean, Faculty of Health and Wellbeing, Sheffield Hallam University**

Helen is responsible for Faculty recruitment, international, placements, strategic leadership of the faculty's taught portfolio with particular emphasis on health profession education and student commissioning, developing and monitoring delivery of the strategic plan and priorities, and overseeing resourcing. The role also involves providing line management and leadership to the five Heads of Department, Director of Centres, the Head of Student Recruitment, Head of International and the Contracts and Commissioning Manager for the Faculty. Helen has a corporate role as Chair of the Athena Swan Self-Assessment Team which has led the successful re-submission for bronze award.

She undertakes a number of external roles including assessor for the College of Radiographers on approvals and accreditation, partner visitor for the Health Care Professions Council and is a Trustee on Sheffield City Trust (the Governing body of Sheffield International Venues).

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## **Nadine Brody**

**Principal Transport Planner, Advance Champion, Mott MacDonald**

Nadine has been championing the Equality, Diversity and Inclusion network 'Advance' for global engineering consultancy Mott MacDonald since its launch.

As Advance Champion she has organised and led events around Black History Month, Ramadan and the company's Inclusion Week to raise awareness around race/ethnicity inclusion amongst staff. Most recently Nadine has taken on the role as Advancing Race Champion leading the Race/Ethnicity inclusion agenda within the company.

Alongside being passionate about diversity and inclusion Nadine is a Principal Transport Planner providing traffic advice for privately funded infrastructure worldwide. She is also a Science, Technology, Engineering and Maths (STEM) ambassador supporting local schools and providing STEM career advice.

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### **Jill Collins**

**Project Manager, Women in Science Engineering and Technology (WiSET), Sheffield Hallam University**

Jill is a career development professional specialising in equality, diversity and social justice. Based at Sheffield Hallam University, she has worked as a gender equality consultant with employers, professional bodies and education providers since 2004. Jill is a member of the WiSET team and advises colleagues at Sheffield Hallam on implementation of best practice with the aim of creating a more diverse workforce.

Jill is on the Council of the Career Development Institute, a member of the CREST Awards Education Stakeholder Group, one of the Programme Leadership Team at Career Ready and on the Steering Group at Equate Scotland.

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### **Professor Nora Ann Colton**

**Deputy Vice Chancellor (Academic), University of East London**

Nora Ann Colton: Working with the Vice-Chancellor, members of the Vice Chancellor's Group (VCG), the University Management Team and the Schools of the University, Nora leads on academic matters with a particular focus on research, enterprise development, innovation, business partnerships, academic development, student recruitment and marketing, international activities, external and strategic planning and the strategic development of Schools. The University of East London has 23,000 students on three different sites.

Currently, she is the line manager for the Deans of the seven Schools as well as the area of research, innovation and enterprise. She also has oversight for Student Recruitment and Marketing, Strategic Planning, and Academic Partnerships. She also is the Chair and a Director of Knowledge Dock Ltd., an incubator hub at UEL. She drives the University research, international and student recruitment strategies and plans. She also leads on the review and development of the academic portfolio. These are all critical areas for the future of the University.

Previously she was Dean of the Royal Docks Business School where she was responsible for the strategic management of the School.

She has published and lectured on issues in higher education as well as Middle East Economics. She has spoken at higher education institutions in Brazil, China and India. Before coming to University of East London, she was a Professor and Chair of the Economics and Business Department at Drew University in Madison, New Jersey, USA. She has also taught at the American University in Beirut. She received my Ph.D. from St. Antony's College, Oxford University, U.K. She is a specialist on Middle Eastern economies and speaks Arabic. She has conducted fieldwork in Egypt, Jordan, Syria, Lebanon and Yemen.

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### **Professor Hazel Conley**

**Senior Lecturer, Centre for Employment Studies Research, University of the West of England**

Hazel Conley is a Professor of Human Resource Management in the Faculty of Business and Law at the University of the West of England, Bristol. My research focuses on the State as employer and legislator. Most recently it has centred more directly on discrimination and inequality in the workplace, particularly in relation to the development and effectiveness of legal interventions. I have undertaken critical research on the concepts of multiple discrimination and intersectionality and the impact of economic crisis and austerity. I am the co-author, with Dr. Margaret Page, of *Gender Equality in Public Services; Chasing the Dream* published in 2014.

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### **Dr Caroline J Cripps**

**Contract Researcher, Sheffield Hallam University**

**Caroline Cripps** is a contract researcher, within the Sheffield Institute of Education, in the Centre for Education and Inclusion Research, the Centre for Science Education and the Department of Education. She originally gained her PhD and did postdoctoral research in insulin physiology in the 1980s, and volunteered in diabetes educational activities. She then moved into schools, working in both primary and secondary schools, as a teacher and teaching assistant, before joining Sheffield Hallam University in 2008. She is also a support worker for students with disabilities and has been on the Faculty Equality and Diversity Committee at Sheffield Hallam University.

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### **Simon Fanshawe OBE**

**Partner, Diversity by Design**

Simon Fanshawe OBE is an entrepreneur, non-exec director, broadcaster, writer and campaigner. He is a co founder and partner in his main business, astar-fanshawe , a ground breaking equality, diversity and organizational transformation consultancy which has recently re-branded to Diversity by Design ([www.diversitybydesign.co.uk](http://www.diversitybydesign.co.uk)).

Between 2007 – 2013 he was chairman of the University of Sussex governing Council. He is currently on the Boards of Brighton Festival and Dome, Housing and Care 21 and has recently been made a Trustee of The Museum of London.

He was a co-founder of one of the most successful lobby and campaign groups in recent times, the lesbian and gay equality organisation Stonewall. He is now a co-founder of the Kaleidoscope Trust, supporting lgbt activists abroad.

As a broadcaster he has hosted many programmes on TV and Radio and appeared on Any Questions, Any Answers, Today and Loose Ends. He has written regularly on politics, social policy and on the arts for The Sunday Times Culture Section and The Guardian, The Observer and the Telegraph Saturday magazine. He won the 1989 Perrier Award for Comedy at the Edinburgh Festival Fringe.

In 2005 he published THE DONE THING a best selling book on manners and behaviour for Random House. He was awarded the OBE in the New Years Honours list 2013 for services to Higher Education. And he was made an Honorary Doctor of the University of Sussex for services to diversity and human rights in 2013.

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### **Simon Feeke**

#### **Senior Manager, Diversity & Inclusion Advisory Practice, Ernst & Young LLP**

Simon is a Senior Manager in EY's Diversity & Inclusion Advisory practice. In this role Simon leads on large scale complex talent projects for clients across a range of industries, helping them innovate better and navigate business disruption through diverse teams and inclusive leaders. Recent projects have included increasing representation of women and BAME personnel in the defence sector and creating and delivering an Inclusive Leadership programme for ExCo at a global bank.

Simon also leads National Equality Standard assessment teams, the UK standard for organisational D&I proficiency. Prior to joining EY, Simon was the Director of Workplace Programmes at Stonewall, Europe's largest equality organisation for lesbian, gay, bisexual and transgender equality where he was responsible for the continued growth and implementation of the UK and Global Diversity Champions Programmes, annual delivery of the Workplace Equality Index and national workplace conferences.

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### **Ann Francke**

#### **Chief Executive, CMI**

Ann Francke, CEO of Chartered Management Institute (CMI), author of: Financial Times Guide to Management: How to Make a Difference and Get Results and winner of the 'Louis Armstrong award for outstanding leadership of a UK professional body' at the 2016 MemCom Awards.

Ann is a transformational leader with vision, pace and proven ability to deliver profitable growth and build organisational capability. At CMI, she uses her experience in leading organisations to promote best practices in management and leadership, and improve management standards across the UK

and beyond. Ann has been named in the top 100 women to watch in the 2015 Female FTSE report from Cranfield and is an expert on current challenges facing women in the workplace.

Ann is Strategic Advisor at Tongal and Grant Thornton International. She is also a member of the CRUK Women of Influence Board; member of WACL and MGGB and an Advisory Board member of Lancaster Management, Nottingham Trent and the Open University Business Schools.

Prior to CMI Ann was Global General Manager at the British Standards Institution, held executive board positions at Boots and Yell and was European Vice President at Mars. Ann began her career at P&G and managed a variety of international brands including Pampers, Always and Olay before rising to global general manager.

Ann holds a BA with Distinction from Stanford and an MBA/MS from Columbia and an Honorary Doctorate in Business Administration from UWE.

Ann and her husband live in West London; she has one daughter.

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## **Sharron Gunn**

### **Executive Director, Commercial Department, ICAEW**

Sharron Gunn is executive director of ICAEW's commercial and shared services division. This varied department is responsible for income generating activities and is the centre of excellence for digital development, IP and publishing at ICAEW.

Sharron qualified as an ICAEW Chartered Accountant in 1989 and joined Sainsbury's plc in 1993. In 2001 Sharron joined ICAEW and was appointed executive director in January 2012.

In 2010 Sharron introduced the returners to work programme to support ICAEW members on a career break; particularly women returning to the accountancy profession after maternity leave. Sharron is passionate about creating an inclusive work culture where women have the support and opportunities to reach senior positions. She is the driving force behind many of ICAEW's UK and international projects in this area, and is a regular contributor to articles relating to the female talent pipeline, development of female leaders as well as gender pay gap issues.

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## **Dr Jana Javornik**

### **Acting Director, The Noon Centre for Equality and Diversity in Business, University of East London**

Dr Jana Javornik is a comparative Social Policy analyst, who has recently taken over the Noon Centre for Equality and Diversity in Business at the University of East London. Jana has 15 years of experience working with international organisations such as the OECD, the UN and the EC, and is also affiliated with the Centre for Employment Relations, Innovation & Change at the Leeds University Business School, the Work Futures Research Centre at the University of Southampton, and Welfare Studies at Umeå University in Sweden and Iceland. Her work contributes to comparative welfare state research, with particular emphasis on social and family policies, workplaces, work-life interface and gender opportunity gaps. She investigates the subtle

intersections between the welfare state, policy, labour and service markets, and paths to social sustainability and well-being.

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**Mr. Mohamed Jogi, Chartered FCIPD, MSc  
National Programme Manager, NHS Employers**

As an HR & Organisational development specialist he has over 17 years experience working in the private, public and independent sector both in the UK and abroad. He has designed and delivered a wide variety of HR and organisational development and learning strategies and practices. He has overseen and carried out major interventions around HR & OD for executives, managers, and employees in banking, healthcare, and emergency services.

At present he is working at NHS Employers promoting the NHS as an Employer of excellence through supporting the delivery of designated working programmes within the Equality, Diversity and Human Rights team.

He has published national briefing documents on 'Connecting Diversity with Healthcare', Managing Diversity – Making it core Business and Human Rights and Human Resources in the NHS. He has also published research articles on 'BME Disciplinary and the NHS', Experience of African Nurses in the NHS, & Equality Diversity in the NHS

He is recognised as a Chartered Fellow of the Chartered Institute Personnel Development, Fellow of the Chartered Management Institute and a Full member of the Institute of Healthcare Management (MIHM). He holds a Masters in Human Resource Leadership.

In addition he is also an accredited PRINCE2 project manager, NLP practitioner and a qualified and experienced job evaluator and qualified BPS Level A & B Qualifications in Occupational testing

Recently he was awarded MSc Healthcare Leadership & The Elizabeth Garrett Anderson Programme Leading Care II & NHS Leadership Academy Award in Senior Healthcare Leadership Award

He is married with two daughters and is a season ticket holder at Liverpool FC

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**Michael Kerrigan  
Strategic Data & Intelligence Manager (Widening Participation & Student Success), Nottingham  
Trent University**

Michael has over 10 years' experience in the field of widening participation (WP) and student success in higher education, with a particular interest in researching and promoting equality of educational opportunities across the student life-cycle. Michael's current role at Nottingham Trent University is to inform evidence-based strategy, policy and practice in relation to equality of access into higher education, student retention and academic achievement. Michael also oversees the development and implementation of data systems to help inform, monitor and evaluate the University's outreach and student success interventions.

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**Katherine Kerswell**

**Former President, Society of Local Government Chief Executives; Former Council Chief Executive; Former Director General for Civil Service Reform, Cabinet Office**

Last summer Katherine finished her fixed term contract as the first director general for reform in the Cabinet Office. She led on civil service and efficiency reform across Whitehall for nearly two years.

Operating at chief executive level for 14 years, she is an accomplished management leader of large organisations with turnovers of over £1.5bn and over 10,000 staff. She has Board level experience of significant transformational change in both national and local government. Katherine's strong communication skills, commercial disciplines and passion for excellence in delivery combine with an authoritative and empowering leadership style

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**Baroness Oona King**

**Global Director of Diversity, YouTube**

Baroness Oona King is the Global Director of Diversity at YouTube, a member of Labour's front bench in the House of Lords and previously Senior Policy Advisor to the Prime Minister on Equalities and Diversity at 10 Downing Street (2007-09).

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**Wendy Lasebikan**

**Director of HR/Corporate Office, Association for Consultancy and Engineering (ACE)**

Wendy Lasebikan is the Director of HR and Corporate Office at the Association for Consultancy and Engineering, representing a vibrant and cutting-edge segment of the UK industry that provide professional services across a range of sectors including construction, energy, transport and utilities. Wendy is passionate about her involvement within this industry and works with stakeholders and individuals in embedding diverse and inclusive cultures. She has worked across banking, legal services and public sector organisations.

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**Michael Lassman**

**Director, Equality Edge**

Michael is passionate about social justice and equality and has been a diversity and practitioner since 1982. He developed Equality Edge in 2007 as a vehicle to deliver workshops, one-to-one or small group coaching and public speaking services.

He developed the "Working with Difference" model that enables organisations to improve their diversity, inclusion and communication practices, which has a positive impact on their effectiveness, efficiency and ultimately their bottom-line returns. In recent years he has begun to specialise in gender equality in the workplace.

Michael's work is always dynamic in presentation and, whenever possible, he avoids the use of PowerPoint presentations. He uses story telling as a primary tool and is comfortable working in both the real and digital worlds.

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### **Natasha Levanti**

#### **Group Communications Executive, Association for Consultancy & Engineering (ACE)**

In autumn 2015, Natasha authored ACE's report to guide engineering consultancies to improve diversity and inclusion. This report entitled *Diversity and Inclusion – marginal or mandatory?* identified, through interviews with over 30 leaders in the field, ten key practical steps that all size businesses can fully engage with.

The report has continued ACE's commitment to initiatives that provide tangible and realistic solutions for all businesses types to understand, evaluate, as well as improve diversity whilst fostering a culture of inclusivity in the workplace.

Prior to ACE, Natasha's work on equality include a two-year research with subsequent publications on the perception of equality of both citizens and politicians in Denmark, work on harnessing equality of opportunity in higher education, as well as co-authoring the first reference book on EU electoral process inequalities between member states.

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### **Sophie Lea**

#### **Equality, Diversity and Inclusion Advisor, Mott MacDonald**

Sophie Lea is equality, diversity and inclusion (EDI) advisor for Mott MacDonald. She has experience of research and engagement on equality topics both within the company and in a client-facing role. She has supported Network Rail, the NHS and Transport for London. Sophie co-ordinates the company's Advance employee network's calendar of diversity events and works closely with the Advancing groups who are driving inclusion on disability, gender, lesbian, gay, bisexual & transgender (LGBT) and race equality. Alongside her EDI role, Sophie works as a socio-economic researcher in our Economic and Social Development team.

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### **Clare Matysova**

#### **Athena Swan Project Officer, University of East London**

Clare currently works as Athena SWAN Project Officer at the University of East London and is responsible for project managing the Athena SWAN institutional submission. 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 has recently completed a Masters of Research, the focus of which was gender equality with a specific interest in maternity and shared parental leave.

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## **Frances McAndrew**

### **Programme Manager (Diversity and Inclusion), Network Rail**

**Frances** is currently managing the delivery of Network Rail's Everyone Strategy which she authored through a business-wide diversity and inclusion programme which includes work on recruitment, talent, engagement, inclusive design and procurement.

Frances has worked in the wider diversity and inclusion field for 20 years in roles as varied as part of the senior team at Amnesty International to working on regeneration at the London Development Agency to managing residential homes.

As part of her Executive MBA at Ashridge Business School, Frances was a key player in a prize-winning team who delivered a new marketing strategy for a peer-to-peer microfinance scheme in Beijing.

As a consultant, Frances has provided management advice to a range of organisations across the private, public and third sector including project managing the drafting of large sections of the non-statutory guidance for the Equality Act. She also supported a Dutch NGO to redesign its business strategy, provide marketing consultancy to a Kenyan based charity and reviewed then redesigned the approach to culture change of a UN linked NGO in Geneva.

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## **Gordon McKenzie**

### **Chief Executive, GuildHE**

As CEO, Gordon is responsible for leading and developing GuildHE as a key representative and advocacy body in the higher education sector.

Gordon advises the Chair, Executive and Council Members on developing and implementing GuildHE policies and strategy and leads on communicating with government and other stakeholders on higher education issues.

Prior to joining GuildHE, Gordon was Deputy Director, HE Strategy and Policy at the Department for Business, Innovation and Skills. As a senior civil servant, Gordon worked at a high level in government higher education policy for almost a decade. He has experience handling sensitive areas including the implementation of the Browne review on HE funding and successive government spending reviews. He has also worked with a range of ministers on innovative policies including tackling an increase in graduate unemployment and encouraging the growth of a more competitive sector.

In his spare time, Gordon likes cooking, wine, theatre, box sets and playing (beginner's) guitar.

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## **Sarah Messenger**

### **Head of Workforce, Local Government Association**

Sarah is Head of Workforce for the Local Government Association. Her key responsibility is to lead priority work programmes to support, promote and improve local government, shaping national pay and workforce policy on behalf of councils and representing the LGA and the sector on workforce issues.

Sarah's role includes developing the strategic direction and priorities of the LGA workforce team to meet the employment challenges and objectives of a range of employers including Local Authorities, Fire Authorities, Education Authorities and the Police Service. This includes identifying and promoting initiatives that will drive productivity within the local government workforce, defining and pursuing policy objectives for the Local Government Pension Scheme and negotiating the pay of 2 million public sector workers with a pay bill of over £45 billion.

### **Career Background**

Service Director with Local Government Employers

Senior Consultant with Equality Works, providing training and consultancy in areas such as Recruitment and Selection, Performance Management, Equalities, Impact Assessments, Job Evaluation

National Trade Union official with UNIFI and Regional Official with The National Union of Teachers

Group Personnel Manager with National Power plc

Associate Consultant with the TUC Partnership Institute, responsible for working with managers and trade union representatives to build partnership working

### **Other Activities**

Board Member of the Employee Relations Institute since 2012

Trustee of Homestart Southwark, a charity working with disadvantaged families in South London.

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### **Julia Middleton**

#### **Chief Executive Officer, Common Purpose UK**

Julia Middleton is the founder and Chief Executive of Common Purpose Charitable Trust. She is passionate about helping people to develop as leaders, and campaigns to encourage leaders from all backgrounds to make an active and tangible contribution to their communities and to wider society.

Common Purpose is a leadership development organization that specializes in cross-boundary leadership. A not-for-profit, they run programmes in over 70 cities worldwide. Founded in 1989, over 4,000 people become Common Purpose Alumni every year.

Their leadership development programmes inspire and equip people to work across boundaries. This enables them to solve complex problems in organizations and in society.

Julia has also helped in the founding of the Impetus Trust (developing venture philanthropy in the UK), the Media Standards Trust (fostering high standards in the news media) and Alfanar (developing venture philanthropy in the Arab world). She also sits on the International Advisory Council for Fundação Dom Cabral (a non-profit business institution in Brazil).

Julia was born in London and educated at French Lycées around the world. She worked for the Industrial Society after receiving an economics degree from the London School of Economics. She is married and has five children.

Julia is the author of the bestselling book *Beyond Authority: Leadership in a Changing World*. Her latest book *Cultural Intelligence - CQ: the Competitive Edge for Leaders Crossing Borders* was published in 2014. Julia defines Cultural Intelligence (CQ) as "the ability to cross divides and thrive in multiple cultures".

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### **Kate Milton**

**Senior Manager, Equality and Health Inequalities, (Workforce, Training and Delivery), NHS England**

Kate started work for NHS England in May 2013. She holds the post of Senior Manager: Equality and Health Inequalities (Workforce, Training and Delivery)

She began her career in Human Resources functions, moving to lead equality work for the NHS in Cornwall and the Isles of Scilly in 2007. Her work has involved a variety of projects to improve health outcomes, and workforce representation. In 2012, Kate won a national award for her work leading implementation of the Equality Delivery System (EDS) in Cornwall, and she has won awards for a project to increase workforce representation of people with learning disabilities.

Kate is a Chartered Fellow of the Chartered Institute of Personnel (CIPD) and Development.

Outside of work, she is a Parent Governor and Vice Chair of the Governing Body at Callington Community College in Cornwall.

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### **Varaidzo Mumbire**

**UK TSC Public Sector & Ireland Business Services Buyer, UKI Supplier Diversity Lead, Global Procurement, Transformation and Operations IBM UK Ltd**

Varaidzo is Technical Services Subcontractors (TSC) & Business Services Buyer and UK and Ireland Supplier Diversity Lead at IBM. She joined IBM Procurement in September 2014. Prior to that she worked as a Cost & Revenue Analyst in IBM Finance. In her current role as a buyer, she is responsible for sourcing TSC for UK public sector customers with main focus on niche industry skills and also a wide range of HR benefits. She also has responsibility for ensuring IBM UK & Ireland meet the objectives set out in the IBM Global supplier diversity strategy with a strong focus on providing opportunities to previously disadvantaged suppliers.

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**Kerri-Anne Norris**  
**Software Sourcing Buyer, IBM UK Ltd**

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**Lucy Rees**  
**Senior Lecturer, Centre for Employment Studies Research, University of the West of England**

Lucy Rees is a Senior Lecturer in Human Resource Management in the Faculty of Business and Law at the University of the West of England. She is currently conducting research in relation to the Public Sector Equality Duty and the Gender Pay Reporting Requirements.

She is also a Solicitor (currently non practising) and has spent over 15 years advising a wide range of employers and employees in relation to all aspects of Employment Law and in particular discrimination. I have successfully represented employers and employees in relation to discrimination claims in both the Employment Tribunal and Employment Appeal Tribunal.

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**Quinn Roache**  
**Project Manager, Economy and Employment Directorate,**  
**Equality and Human Rights Commission, Great Britain**

Quinn Roache is a project manager for the Equality and Human Rights Commission's work on pregnancy and maternity programme. He led the production of a suite of materials on pregnancy and maternity to support employers and women in understanding their rights and obligations. These materials were launched with the interim research findings which found one in nine women (approximately 54,000) are forced to leave their jobs each year because of their pregnancy.

He has worked for the Commission since 2007 and during that time project managed the Home Care Inquiry which uncovered systemic failure within health and social care sector in meeting the needs of older people receiving home care. He led the Commission's parliamentary influencing strategy and engagement on the Care Bill which led to key commission policy positions being incorporated into the bill and then law.

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**Dan Robertson**  
**Diversity & Inclusion Director, Employers Network for Equality & Inclusion**

Dan Robertson is currently the Diversity & Inclusion Director at the Employers Network for Equality & Inclusion, ([www.enei.org.uk](http://www.enei.org.uk)). Here he leads the agenda on the key work streams of Agile Working, Unconscious Bias and Inclusive Leadership.

He is highly respected as a subject matter expert on workplace diversity & inclusion management, unconscious bias and inclusive leadership.

Dan has a particular interest and expertise in:

- The science and application of unconscious bias, leadership decision-making and behavioural economics – how we do create meaningful and lasting change?
- Supporting executives to turn diversity theory into meaningful actions
- The role of organisational culture in shaping leadership behaviours and team cultures

Dan is often asked to present at national conferences. He is acknowledged as an inspirational speaker and expert facilitator. He has provided tailored learning on bias reduction and inclusive leadership to a wide range of organisations that include The British Council, Allianz SE (Munich) Bristows LLP, Zurich Insurance (Zurich and London), Hogan Lovells (London, Amsterdam, Rome, Madrid and other offices), RBS Group, National Grid, M&G Investments, Everything Everywhere, Herbert Smith Freehills LLP and the General Secretariat of the Council of the EU (Brussels). Dan has delivered workshops and to global organisations based in London, Madrid, Paris, Amsterdam, Frankfurt, Munich, Brussels, Zurich, Moscow, Dubai, New York, Hong Kong, Tokyo, Singapore, Shanghai, Beijing and Bali.

His international work has also included a programme with Initiatives of Change (IoC), helping to facilitate 'honest conversations' on diversity and inclusion issues throughout the UK, the USA and Switzerland. From 2003 – 2008 he worked as an associate lecturer in Inequalities and Diversity Management at the University of Derby.

**Contact Dan:** [dan.robertson@enei.org.uk](mailto:dan.robertson@enei.org.uk) / 07946 466 180

**LinkedIn:** Dan Robertson / **Twitter:** [@dan\\_robertson1](https://twitter.com/dan_robertson1)

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## **Anne-Marie Senior**

### **Training and Consultancy Manager, Employers Network for Equality & Inclusion**

Anne-Marie has been working in the Diversity and Inclusion field for over 15 years both in public and private sector organisations. She has designed and delivered a range of innovative training and consultancy interventions with particular expertise in diversity & inclusion, unconscious bias and equality analysis.

Other areas of expertise include leadership and team development and change management. She has worked with key stakeholders within organisations to develop new and interesting approaches to the ongoing development of talent in the diversity and inclusion field enabling them to deliver excellent services to their customers.

Some examples of her work include working with a mental health trust to design and deliver a management development programme to assist them to embed diversity & inclusion into their day to day management practices; delivering an equality impact assessment for a large police force reviewing the work of their Professional Standards Department to identify any potential negative impacts for both BME members of the community and police officers and working in partnership with the SMT of an Estate Management Team within a Housing Association to develop both the SMT and the larger team to deliver effective and efficient services to their customers.

Anne-Marie has previously worked for Housing, Local Government and Transport delivering a ranged of training and consultancy interventions on diversity and inclusion, management and leadership development and recruitment and selection.

Anne-Marie's other interests include being a Trustee Board member of two Hertfordshire-based charities.

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### **Sam Smethers**

#### **Chief Executive, The Fawcett Society**

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 former Trustee of the Fawcett Society and of single parent charity Gingerbread.

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### **Mark Smith**

#### **Managing Director, Accenture UKI's Health & Public Sector**

Mark Smith is Managing Director in Accenture UKI's Health & Public Sector practice where he has enjoyed a 19 year career delivering transformation side-by-side of the UK's largest central government departments.

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### **Alice Streatfeild**

#### **Research Director, ORC International**

Alice Streatfeild is passionate about employee engagement and the insights that employee research can bring. She joined the ORC International team ten years ago, and has progressed to become a specialist in research insight. She has supported a range of organisations, across different sectors and of varying size, in designing and analysing employee research in order to consolidate organisational strengths and make improvements.

Her experience includes carrying out investigations into topics including unreasonable behaviour, progression proposition, leadership and understanding the essence of an organisation's culture. She has a keen interest in diversity of thought and the implications of unconscious bias within organisations, whether this relates to progression, recruitment, or indeed working relationships. She provides advice, guidance and support for organisation to bring added value and insight into research findings.

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### **Hayley Sudbury**

#### **Founder and CEO, WERKIN**

Hayley Sudbury founded WERKIN in response to the need for commercially-driven diversity solutions. As a former Barclays senior executive, Hayley is well placed to understand and develop solutions to the challenges facing global organisations. She is now working to make global companies more inclusive.

Hayley is a Stemettes mentor (encouraging young women into STEM careers), jazz musician and below average kick boxer.

([www.werkinapp.com](http://www.werkinapp.com))

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## **Jo Swinson**

**Founder and Director, Equal Power Consulting; Chair, Maternity Alliance**

Charismatic, energetic, direct and down-to-earth, Jo is an engaging speaker on a wide range of topics including the world of work, diversity, corporate responsibility and consumer affairs.

An MP at 25, and a Minister in the coalition government at 32, she wasted no time in shaking up the political establishment. Her passion for improving the world of work saw her battle to extend flexible working and introduce landmark legislation to allow couples to choose how to share parental leave. A firm believer that business can be a force for good, Jo introduced new corporate reporting requirements on human rights and gender diversity, and worked with Vince Cable on improving boardroom culture and promoting long-term thinking.

A champion for consumers, Jo led a crackdown on unscrupulous payday lenders, introduced new powers to tackle rogue traders and set up the Groceries Code Adjudicator to keep big supermarkets in check. She is the architect of the Consumer Rights Act 2015 which for the first time gives consumers protection when buying digital content.

An inspiring role model for women, Jo secured Government support to tackle the gender pay gap through pay transparency in large companies, and co-founded the Campaign for Body Confidence, working with the fashion, media and advertising industries to drive change.

For 10 years the MP for East Dunbartonshire, Jo was one of the key voices advocating for Scotland staying in the UK at the 2014 independence referendum and beyond. Combined with her Ministerial experience at the Department of Business, she is well placed to talk about the uncertainties following Brexit and the prospect of a second Scottish referendum.

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## **Ryan Tinggal**

**Head of Office of the Chief Scientific Advisor, Department for Business, Energy and Industrial Strategy (BEIS); Member, Executive Committee, REM Network, BEIS**

Ryan Tinggal is Head of Office of the Chief Scientific Advisor and Director General Professor John Loughhead OBE FEng FTSE. He has also served as Senior Private Secretary to the Energy Minister and a Senior Policy Adviser on Electricity Market Reform (EMR) in the Department of Energy and Climate Change (DECC).

He serves on the Executive Committee of his department's Religion & Ethnic Minority (REM) Network, winner of the Civil Service Diversity & Inclusion 2016 Employee Network Excellence Award.

<http://www.diversityandinclusionawards.com/award-nominee/religion-and-ethnic-minority-rem-network-department-business-energy-and-industrial>

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### **Elaine Yerby**

**Senior Lecturer, University of East London**

Elaine Yerby is Senior Lecturer at the Royal Docks School of Business and Law, University of East London (UEL). Prior to joining the Royal Docks School of Business and Law Elaine worked in a variety of operational and strategic HR roles for the Metropolitan Police Service.

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