

Supporting Women in the Workplace 2017

[1 America Square, 17 Crosswall, London EC3N 2LB](#) | Thursday 23rd November 2017

11.00	Chair's Introduction ⇒ Maria Tonks , <i>Diversity and Inclusion Specialist (event chair)</i>
11.05	Legal context <ul style="list-style-type: none">• Employers' legal duties regarding workplace gender equality• Closing the gender pay gap; reporting and further actions• Common reasons why discrimination complaints arise and how to avoid them• Other legal developments ⇒ Naeema Choudry , <i>Partner, Eversheds-Sutherland</i>
11.45	Culture change in the workplace <ul style="list-style-type: none">• Changing individual mind-sets and your organisation's working culture• Making your organisation a more attractive place for women to work• Practical policies employers can implement• How to overcome challenges in male-dominated industries• Equality in the tech industry: removing discrimination and closing the gap• Supporting more women moving into leadership positions• Men as allies: enabling change and leadership buy-in by working together ⇒ Dr Jana Javornik , <i>Associate Professor in Comparative Social Policy, Director, Noon Centre for Equality and Diversity in Business</i> ⇒ Emma Gange , <i>Head of Human Resources, Global Retail Banking & Wealth Management, HSBC</i>
13.00	Networking Lunch
13.45	Recruiting & retaining more women & making sure women progress <ul style="list-style-type: none">• Removing barriers that prevent women entering the workplace• Challenging unconscious biases in the recruitment stage• Supporting women back into the workforce• Encouraging more women to apply for positions, more women are interviewed & that interview panels don't recruit in their own image• The role of positive action, staff networks & champions ⇒ Chloe Chambrud , <i>Acting Gender Equality Director and Research & Policy Manager, Business in the Community</i> ⇒ Catherine Hearn , <i>HR Director, Resourcing and Talent, BBC</i> ⇒ Rick Lee , <i>Chief Human Resources Officer, Willmott Dixon</i>
14.45	Interactive Workshop with Inclusive Employers ⇒ Debbie Epstein , <i>Senior Diversity and Inclusion Consultant, Inclusive Employers</i>
15.30	Event Close

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