Leading the Change on Race Equality
Speakers

Wilf Sullivan, 
Race Equality Lead Officer, 
Trades Union Congress

Wilf Sullivan has worked for the TUC since 2004 as the TUC’s Race Equality Officer. He previously worked for 16 ears at UNISON and worked in Local Government for ten years with young people before subsequently working as a Principal Personnel Officer dealing with IT, recruitment and workforce monitoring. He is Trustee of the UK Race and Europe Network and of the New Economics Organisers Network and is a member of the Advisory Committee for CoDE at the University of Manchester.

Matt Elliott, 
People Director, 
Virgin Money

Matt Elliott joined Virgin Money in 2011 as people director, leading the HR work required to acquire and integrate Northern Rock. Matt is a member of the Executive Team who successfully built the company, leading to a successful FTSE listing in 2014.

Matt’s early career was at RBS, where he held senior HR roles in several RBS operating businesses, including the consumer finance division and the Tesco Personal Finance joint venture.

Matt led the team widely recognised for the integration of Virgin Money and Northern Rock (Team of the Year, Change Management of the Year - Personnel Today Awards 2013), and was awarded HR Network Scotland’s HR Director of the Year in 2014. Matt and his team went on to receive the ‘Best Recruitment & Talent Initiative’ award from the CIPD in 2015 and the Award for ‘Talent Management’ from Personnel Today in 2016.

Matt was also named in the OUTstanding/Financial Times Top 50 business ally’s list in 2015 and 2016, and in the OUTstanding/Financial Times HERoes top 30 male champions of women in business list in 2017, recognising his commitment to creating a fair and inclusive workplace. Matt and Virgin Money have worked with the Black British Business Awards, supporting them in their research for ‘The Middle’, a report on how to progress Black, Asian and Minority Ethnic Talent in the Workplace Through Collaborative Action.

David Isaac CBE, 
Chair, 
Equality & Human Rights Commission

David is Chair of the Equality and Human Rights Commission and a partner at law firm Pinsent Masons. He was previously Chair of Stonewall from 2003 to 2012. He is also Chair of Modern Art Oxford, a Director of the Big Lottery Fund and a Trustee of 14-18 Now.

David was awarded a CBE in the 2011 Queen’s Birthday Honours list for services to equality and diversity.

Rupert McNeil, 
Chief People Officer, 
Civil Service

Rupert was appointed as Government Chief People Officer on 1 January 2016, joining the Civil Service from Lloyds Banking Group.

Rupert is responsible for delivery of the Civil Service Workforce Plan which sets out what the Civil Service needs to do to attract the most capable and public-spirited people, and build a culture and ways of working that are as good, if not better, than anything on offer anywhere else.

He is also responsible for the delivery of the Civil Service Diversity & Inclusion Strategy which sets out what the Civil Service needs to do to become the UK’s most inclusive employer by 2020 through specific actions on representation, inclusion and accountability.

Petra Wilton, 
Director of Strategy and External Affairs, 
Chartered Management Institute

Petra Wilton leads CMI’s thought leadership, research and communications agenda. She is responsible for building both its brand profile and strategic partnerships. Petra focuses on sharing practical insights that can make a real difference to managers and leaders. She has a longstanding commitment to improving diversity and inclusion, leading the launch of CMI Women and CMI Race.

Petra has co-authored many reports and shares managers’ views with those in Government, business, education and the media. She is a regular spokesperson on employability, apprenticeships, social mobility and workplace diversity.

Justine Thompson, 
Senior Inclusion & Diversity Manager, 
Baker McKenzie

Justine has been heavily involved in Baker McKenzie’s focus on race for over a decade, playing an instrumental role in changes to the Firm’s approach to recruitment, and leading on a range of ethnicity focused inclusion initiatives, including a recent Colour Brave campaign.

Justine focuses on the full diversity spectrum. In 2016 she was named Stonewall’s Ally of the Year and she sits on a range of steering groups including Rare Recruitment’s Contextual Recruitment Steering Group and the Aspiring Solicitors Advisory Board.
Mandeep Rupra-Daine,
Race Equity and Inclusion Manager,
National Union of Students

Mandeep has over 15 years' experience in race equality, diversity and inclusion, from working in the National Coalition Building Institute, The Race Equality Centre and running her own consultancy focusing on race equality, young people and education.

In addition to developing and implementing programmes to improve race equality and inclusion within public and voluntary sector organisations, Mandeep has a MA in Race and Ethnic Studies. In her current role Mandeep is responsible for NUS' EDI work, including its current work to tackle institutional racism.

Nicola Cardwell,
Senior OD & Leadership Development Consultant - Inclusive Leadership,
PwC

Nicola leads PwC's Inclusive Leadership cultural and behavioural change agenda. A key aspect of this is the enquiry into what is present in the organisation which results in the under-representation of BAME and female colleagues in senior positions within PwC.

Throughout the summer of 2017 Nicola and her team conducted a wide-reaching qualitative enquiry into the everyday experiences of both BAME and Non-BAME senior associates and managers. This data, combined with quantitative data allows PwC to focus on key interventions to affect and accelerate change.

Juliana Francis,
Senior Ombudsman,
Financial Ombudsman Service

Juliana joined the Financial Ombudsman Service in 2005. In her role as ombudsman leader, she has lead responsibility for equality, diversity and inclusion. Prior to this, she was responsible for our approach to all matters banking and consumer credit.

Prior to her role at the ombudsman Juliana, a qualified solicitor, worked in private practice specialising in professional negligence. She then moved to the Association of Chartered Certified Accountants as its senior legal officer and later its head of professional conduct.

Yvonne Coghill OBE,
Director - WRES Implementation,
NHS England

Yvonne commenced nurse training at Central Middlesex Hospital in 1977, qualified as a general nurse in 1980 and then went on to qualify in mental health nursing and health visiting. In 1986 she secured her first NHS management job and has since held a number of operational and strategic leadership posts.

Yvonne was appointed to position of Director for WRES implementation in June 2015. In 2013 she voted by colleagues in the NHS as one of the top 50 most inspirational nurse leaders and one of the top 50 BME pioneers, two years in a row. Yvonne was awarded an OBE for services to healthcare in 2010.

Mark Harrison,
Head of Diversity,
University of London

Mark has worked on the EDI agenda for the past 10 years in roles spanning the housing, charity and higher education sectors.

During that time, Mark has developed national guidance on the Equality Act, ensured a housing association reached 5th place in the Stonewall top 100 index and published a new approach to addressing sexual abuse on Campus.

Mark has been a member of the enei Strategic Steering Committee since 2015 and is in a new role recently created by the University of London.

Deborah Williams,
Executive Director,
Creative Diversity Network

All of the UK broadcasters are members of the Creative Diversity Network as well as long-term stakeholders.

Deborah Williams started in November 2016 as the Executive Director at Creative Diversity Network, the television industry body focusing on improving diversity in broadcasting, from her role as diversity manager at the British Film Institute.

She oversees the implementation of all the current projects. Deborah leads on organisational development and business planning. She comes with 30 plus years experience across arts, culture and the creative industries. She previously designed the BFI diversity standards and Arts Council England’s equality analysis process for public sector equality duty compliance.

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## Programme of events

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<tr>
<td><strong>9.00</strong></td>
<td>Registration and refreshments</td>
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| **Denise Keating**, Chief Executive, enei  
**Helen Hopkins**, HR Director, ITV |
| **09.40** | Tackling Race Inequality |
| **Wilf Sullivan**, Race Equality Lead Officer, Trades Union Congress |
| **09.50** | Countdown to Race Equality |
| **David Isaac CBE**, Chair, Equality & Human Rights Commission |
| **10.00** | Delivering on Diversity |
| **Petra Wilton**, Director of Strategy and External Affairs, Chartered Management Institute |
| **10.20** | Disrupting Bias - A Case Study |
| **Matt Elliot**, People Director, Virgin Money |
| **10.40** | Ethnicity Facts and Figures |
| **Henna Khan**, Policy Officer, Cabinet Office Race Disparity Unit |
| **10.55** | Speakers Round Up |
| **Denise Keating**, Chief Executive, enei |
| **11.00** | Break |
| **11.15** | Race Equality @ the Civil Service |
| **Rupert McNeil**, Chief People Officer, Civil Service |
| **11.30** | A Sector Perspective - Panel Discussion with Q&A |
| **Justine Thompson**, Senior Inclusion & Diversity Manager, Baker McKenzie  
**Juliana Francis**, Senior Ombudsman, Financial Ombudsman Service  
**Yvonne Coghill OBE**, Director, WRES Implementation, NHS England  
**Deborah Williams**, Executive Director, Creative Diversity Network  
**Mark Harrison**, Head of Inclusion, University of London  
**Mandeep Rupra-Daine**, Race Equity & Inclusion Manager, National Union of Students |
| **12.30** | Leading the Change |
| **Nicola Cardwell**, Senior OD & Leadership Development Consultant - Inclusive Leadership, PwC |
| **13.00** | Networking Lunch |

### Final word

**Denise Keating**, enei

enity offers you a great opportunity to network with peers working on Diversity & inclusion. We also provide a wide range of Member services including research, case studies, employer guides, and events as well as training & consultancy, services, and products.

Please contact me on 07850 002514 or email me at denise.keating@enei.org.uk to discuss how we can support you with your diversity and inclusion needs.