

# Lord Mayor's 2019



## POWER OF INCLUSION

### BREAKFAST SERIES

Our 2019 programme will focus on the key challenges and priorities identified across recruitment, retention and development of diverse talent; and on creating inclusive workplace cultures where everyone is able to bring their whole self to work.



#### 4 breakfast seminars

Our ever popular breakfast format provides practical tips and tools, real life success stories, and an opportunity to collaborate on moving the dial forwards on diversity and inclusion.

##### LGBTQ+: 1 May

###### Does this group still need supporting?

We'll be looking at the significant challenges faced by this community, despite their increasing acceptance in society. From supporting trans colleagues, to tackling accusations of tokenism and driving cultural change, to the psychological strain of having to remain 'in the closet' at work, to the importance of language...

Sponsored by **AON**

##### Culture Change for Inclusion: 12 June

###### How to make it work?

What does inclusivity really mean - and what tangible actions can organisations take to ensure everyone can bring their whole selves to work? From leadership, to a more human centred approach to team success, to how to measure inclusion, to fostering behaviours that create culture change...

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##### Gender inequality: 1 October

###### That means men too

A focus on the male experience of gender inequality, and how we can get them involved in the discussion. We'll hear from organisations who have involved men in the fight against gender inequality and seen how that has benefited the organisation, and its under-represented women...

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##### Mental Health and Diversity: 30 October

###### The effects of being in the minority

Why are those with protected characteristics also far more likely to suffer from mental ill health? We'll explore some of the issues that need to be considered that are particular to these communities, and see what can be done to support them...

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#### 1 evening roundtable and webinar

We know that early morning starts mean not everyone can attend. We'll be piloting two different delivery methods this year to see if this means different people are able to participate. One webinar will deep dive into a topic featured elsewhere on the programme (subject TBC), and an evening roundtable will offer a more intimate session for peers from networks and employee resource groups, to discuss what makes them successful and how they could do more (date TBC).

#### 5 Senior Leadership Forums

The forums are a space for senior leaders to learn about cutting edge advances in the field, discuss with peers how the initiatives can be implemented, and to roll new ideas out within the City. During 2018 we have been reviewing the purpose of the group and agreeing priorities to be addressed. We move into 2019 with more regular meetings; and will be considering the future direction of how The Lord Mayor's Appeal can make a better City for all through it's D&I work.

# 2

## breakfast workshops

Following feedback we're changing the breakfast format to be more interactive and have more time for organisations to learn from each other. We've picked two of the toughest topics we're facing today, and taking some time to see what's happening across the City and how we can support each other to do more.

LORD MAYOR ATTENDING

### BAME: 3 April

#### Why so little progress?

Why do we continue to see so little change on BAME representation in the City? We'll be following up on the points raised in the BitC Race at Work survey one year on from the McGregor-Smith review - from bullying and harassment, to fast track schemes, to talking about race, to creating meaningful role models, to ensuring fair assessment at review, to capturing data and listening to affect culture change.

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### Measuring Diversity and Inclusion: 4 September

#### How to make it work?

Policy seems to be moving increasingly in the direction of data collection - from the mandatory gender pay reporting, to the voluntary reporting on disability, mental health and wellbeing, to the pending results of the BAME consultation. So what can businesses do to stay ahead of the game? We'll be sharing tips around gathering and using data - from encouraging disclosure to ensuring D&I data informs business decisions.

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## SUPPORT BEYOND THE EVENTS

## Resources and knowledge sharing

At all the breakfasts we share the resources, slide decks, contact details and full videos of all the speakers, as well as a 3-5 minute condensed version for you to use and share.

These are great tools to use with senior leaders and with colleagues who are unable to make a breakfast in person - more information can be found at <https://bit.ly/2sVmerK>

## SUMMARY OF EVENTS

Breakfasts All 7.45-10am	Venue	Date
BAME (Workshop)	Standard Chartered	Wed 3 April
LGBTQ+	Aon	Wed 1 May
Culture Change for Inclusion	Capgemini	Wed 12 June
Measuring D&I (Workshop)	Barclays	Wed 4 September
Gender	Mayer Brown	Tues 1 October
Mental Health	Allianz	Wed 30 October

Senior Leadership Forums All 8.30-10.30am
Mon 4 March
Tues 7 May
Wed 3 July
Tues 10 September
Tues 10 December

If you have any questions please contact either Daisy or Katie on:

T: 020 7332 1582 E: [diversity@thelordmayorsappeal.org](mailto:diversity@thelordmayorsappeal.org)

Check out our new website, featuring a great talk on the importance of D&I from Vondo Nkomo, at [www.thelordmayorsappeal.org/an-inclusive-city](http://www.thelordmayorsappeal.org/an-inclusive-city)