

THE INCLUSION & DIVERSITY SUMMIT

By Moving Ahead



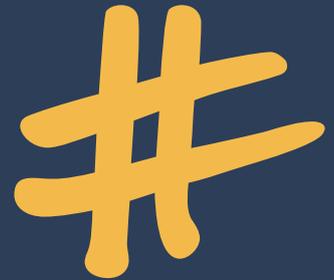
In celebration of
Inclusion Week 2021



MOVING AHEAD

Share your involvement

Please join us in **sharing this Inclusion Week celebration on social media**. You can find sample tweets and downloadable PNGs on our website [here](#) ▶

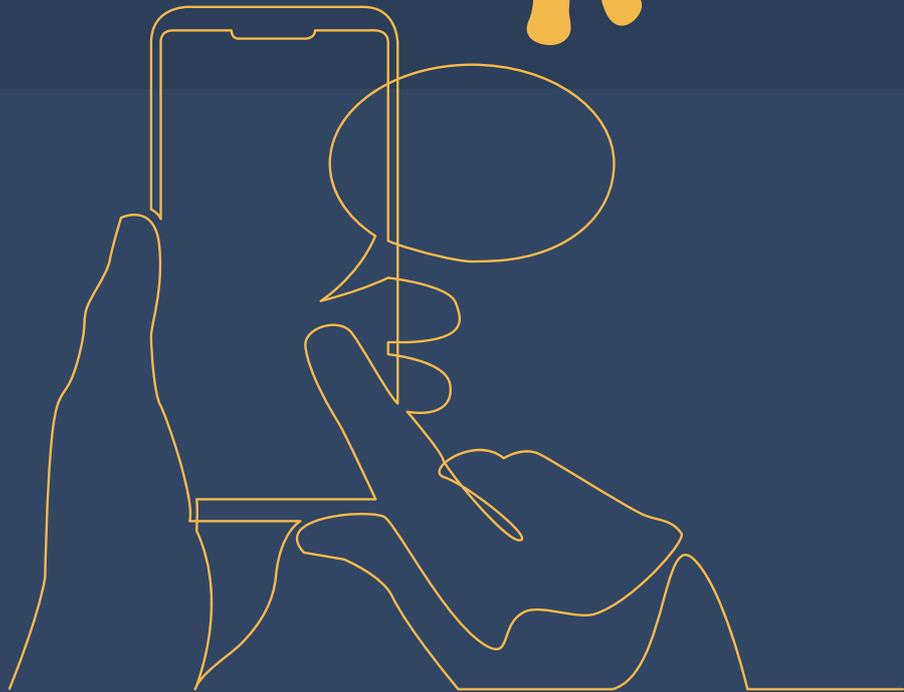


Twitter:

@MovingAheadOrg
#UnitedForInclusion

Instagram:

@_movingahead
#UnitedForInclusion



CHARLIE MARTIN, 2021

My vision for a workplace where everyone is included...

“ A place where every individual has the same opportunity to advance and thrive in their career, where there is an unquestionable feeling of equality for all that unlocks human potential within a supportive and creative environment. ”



“The conversation about inclusion is to enable us all to show up truly as we are.”

CAROLINE CASEY

International Men's Day Summit 2020 by Moving Ahead

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“Inclusion makes us better in business and it makes us better as humans.”

ANN FRANCKE OBE

Gender Balance Summit 2021 by Moving Ahead



Inclusion & Diversity Summit

running order

Tuesday 28th September

First showing: 10.00–12.00 BST

Second showing: 18.00–20.00 BST

As the event is live all timings are approximate. If there is a speaker that you particularly want to see, we recommend joining ten minutes before their allotted time.



Introducing our MC

Barra Fitzgibbon

Broadcaster, TV host and conversational specialist

10.05 | 18.05 BST



Sophia Thakur

It's all only one story

Performance poet and best selling author

10.10 | 18.10 BST



Liz Dimmock

Inclusion and Diversity Summit Welcome

CEO and Founder of Moving Ahead

10.20 | 18.20 BST



Megan Reitz

Speaking truth to power

Leadership & Dialogue professor, researcher, speaker and author of 'Speak Up'

10.35 | 18.35 BST



Charlie Martin

Believing in possibility with special live Q&A

British racing driver and LGBTQ+ activist

Panel conversation:

Advancing racial equity in the workplace

Panel MC



Liz Dimmock

CEO and Founder of Moving Ahead

11.00 | 19.00 BST



Holiday Phillips

Coach, consultant and speaker specialising in authenticity, belonging and inclusion



Zayna Ratty

Hypno-psychotherapist with a focus on gender and racial identity



Asif Sadiq MBE

SVP and Head of Equity and Inclusion International at Warner Media

11.30 | 19.30 BST



Michael Barton

The autism advantage

Autism awareness speaker and author of 'It's Raining Cats and Dogs'

11.45 | 19.45 BST



Wajahat Ali

Inclusion and diversity with people of colour

Columnist, public speaker, and author

Thursday 30th September

First showing: 10.00–12.00 BST

Second showing: 18.00–20.00 BST

As the event is live all timings are approximate. If there is a speaker that you particularly want to see, we recommend joining ten minutes before their allotted time.



MC

Barra Fitzgibbon

Broadcaster, TV host and conversational specialist

10.05 | 18.05 BST



Ester Jamera

Amplifying voices and mending divides in the NHS

Senior Project Nurse at Leeds Teaching Hospitals and Founder and Co-Chair of the BME staff network

10.10 | 18.10 BST



Poorna Bell

Becoming my strongest self

Journalist, public speaker, mental health advocate, competitive powerlifter and author of 'Stronger'

10.25 | 18.25 BST



Nici Harrison

Understanding grief in the workplace

Grief practitioner, public speaker and coach advocating the lost art of grief tending

10.45 | 18.45 BST



Parmesh Shahani

LGBTQ inclusion in your workplace with special live Q&A

Inclusion champion, TED Senior Fellow and Author of 'Queeristan: LGBTQ Inclusion in the Indian Workplace'

Panel conversation:

Innovation in inclusion strategy

11.10 | 19.10 BST

Panel MC



Fleur Bothwick OBE

Director of Diversity and Inclusive Leadership at EY



Tanya Gordon

Speaker, Coach and Facilitator at Moving Ahead



Drew Gibson

Senior Manager of Inclusion, Belonging & Wellbeing at Santander

11.35 | 19.35 BST



Nikki Henderson

Nowhere to hide: how life at sea reveals the value of inclusion

Professional sailor, circumnavigator, speaker, and adventurer

11.45 | 19.45 BST



Holiday Phillips

The paradox of inclusion

Coach, consultant and speaker specialising in authenticity, belonging and inclusion

TIME CONVERTER

10:00 BST | 05:00 EDT | 06:00 ADT | 11:00 CEST | GST 13:00 | 14:30 IST | 17:00 HKT | 19:00 AEST
18:00 BST | 13:00 EDT | 14:00 ADT | 19:00 CEST | GST 21:00 | 22:30 IST | 01:00 HKT | 03:00 AEST



THE INCLUSION &
DIVERSITY SUMMIT
By Moving Ahead



Welcome, to our annual celebration of Inclusion Week...

“ This month’s Summit is a part of that cumulative solution – and brings with it exciting discussion and thought-leadership from a fantastic raft of international speakers, that I, personally, cannot wait to hear from. These include Holliday Phillips, a specialist in authenticity, belonging and inclusion, Parmesh Shahani, author of ‘Queeristan: LGBTQ Inclusion in the Indian Workplace’, award-winning performance poet Sophia Thakur, racing driver and LGBTQ+ activist Charlie Martin, mental health advocate Poorna Bell and autism awareness speaker Michael Barton.

Many individual organisations have been committed to their own D&I work over the years to try to change their structures and cultures for the better, but it is events like this that can really accelerate that progress by bringing us together to share empowering practice, discuss issues and take inspiration. And with our summit series now live streamed, and available in digitised form afterwards, organisations and individuals can keep the conversation going throughout the year. Inclusion, you might say, is being at the party, invited to dance... and refusing to leave at midnight.

Thank you also to all those joining us here, whether for the first time – or coming back again – to explore what it means to be an ally and a true agent of change.

My mission is that we all use today to drive action on what we hear; action towards including others in any way we can.

I hope you enjoy the Summit. ”

Liz Dimmock,
Founder and CEO, Moving Ahead

Your summit speakers



Wajahat Ali

Columnist, public speaker,
and author

Inclusion and diversity with people of colour

Wajahat Ali is the author of the forthcoming book 'Go Back to Where You Came From: And Other Helpful Recommendations on How to Become American'. Born in California to Pakistani immigrant parents, Ali went to school wearing Husky pants and knowing only three words of English. He graduated from UC Berkeley with an English major and became a licensed attorney. He knows what it feels like to be the token minority in the classroom and the darkest person in a boardroom. His essays, interviews, and reporting have appeared in The New York Times, The Atlantic, The Washington Post, The Guardian, and New York Review of Books. Ali has spoken at many organisations, from Google to Walmart-Jet to Princeton University to the United Nations.

“Allyship means having awareness, making the intention, and committing to action, otherwise it's just empty words. It means you're willingly engaged in a relationship, and every healthy relationship requires reciprocity, work, time, and forgiveness to make it successful in the long run.”



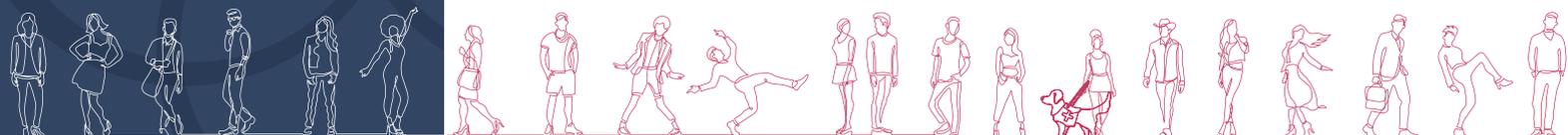
Michael Barton

Autism Awareness
Speaker and Author of
'It's Raining Cats and Dogs'

The autism advantage

Michael Barton is the author of the best-selling book 'It's Raining Cats and Dogs' as well as 'A Different Kettle of Fish'. He gives talks at conferences, workshops, schools and training sessions globally about his experiences of being on the autism spectrum and advises companies on their Diversity and Inclusion policies surrounding neurodiversity.

“A workplace where everyone is included will make sure that each individual's abilities and talents are utilised as well as possible.”





Poorna Bell

Journalist, Public Speaker,
Mental Health Advocate,
Competitive Powerlifter and
Author of 'Stronger'

Becoming my strongest self

Poorna Bell is an award-winning journalist of 18 years and author of three non-fiction books which centre around mental health. A judge for several awards including the Costa Book Awards, British Book Awards and Mind Media Awards, she's also an experienced public speaker, advocate for mental health and competitive powerlifter.

“ Every single one of us deserves to feel liberated, safe and happy in our own bodies. And that shouldn't be a privilege, but a right. ”



Fleur Bothwick OBE

Director of Diversity and Inclusive
Leadership at EY

Innovation in inclusion strategy (panel)

Challenged and frustrated by the slow pace of change in Diversity and Inclusion, Fleur has focused her career on developing straightforward, practical strategies for improving workplace diversity. At EY, she leads the D&I strategy for the EMEIA Region, which is made up of Europe, Middle East, India and Africa with 99 countries and 105,000 people – a role that entails developing, driving and embedding an integrated diversity strategy across this large multi-disciplined matrix organization. Fleur co-authored 'Inclusive Leadership: The Definitive Guide to Developing and Executing an Impactful Diversity and Inclusion Strategy' with Charlotte Sweeney, which introduces a framework that any sized organisation can use, to help them think about where they are on their D&I journey and where they want to be. She is also Director of NAS Academies Trust – a National Autism Society network of free schools.

“ Diversity of thought, innovation, agility and collaboration are critically important as organisations continue to navigate the unknown. Many of our people have had an enormous wakeup call over the last 18 months and are rethinking how they want to work, what they want to be doing, where they want to do it and with whom. ”





Drew Gibson

Senior Manager of Inclusion,
Belonging & Wellbeing
at Santander

Innovation in inclusion strategy (panel)

Drew leads Santander's Inclusion, Belonging and Wellbeing Team. As part of Santander's wider Culture & Experience strategy, Drew's team work to make Santander a place all colleagues feel they belong and are supported to succeed. Drew has previously worked as Santander's Wellbeing Lead, and in this role helped to launch and co-chair Santander's Mental Wellbeing Network.

Outside of work, Drew is a dad to a two year old who keeps him busy and entertained, and is a proud trustee board member for his local Mind, helping to guide the much needed support offered to people in his local community.

“Allyship is about understanding how we can improve society for everybody. It's understanding the individual role we can play in that, particularly for those in positions of power or privilege.”



Nici Harrison

Grief practitioner, speaker
and coach advocating
for the lost art of Grief Tending

Understanding grief in the workplace

Nici is a Transformational Coach, Organisational Psychologist and Grief Mentor. Nici's work is to remember the lost art of grief tending through individual sessions, group grief circles, retreats, and workshops. Nici is changing the narrative around grief, having been featured publicly, including The Telegraph and Psychologies Magazine. Her speaking engagements have spanned big corporate firms and agile tech businesses through to Wilderness Festival.

“'Allyship' to me, is someone taking your hand and sitting with you, showing solidarity, deeply listening to your experiences and caring as if it were their own.”





Nikki Henderson

Professional sailor,
circumnavigator, speaker,
and adventurer

Nowhere to hide: how life at sea reveals the value of inclusion

Record-breaking Nikki Henderson is a rising star in the offshore sailing community. Just after her 25th birthday she became the youngest person in history to skipper a round-the-world-yacht race, leading her team of 60: spanning three generations; 16 different nationalities; 60:40 male:female safely through Mother Nature's most extreme environments. After 11 months, her team finished in 2nd place as she proved that being young or female should not hold you back in a male-dominated sport. Nikki partners sailing with her other passion: storytelling – both through writing and public speaking. Profoundly affected by her experiences at sea, she applies the lessons she has learnt in leadership, teams, and personal development to the business world.

“ In sailing, nature is in charge. And she doesn't care about labels – gender, age, skin colour, sexuality, what house you grew up in, your job title, your lack of job title, the letters at the end of your name – they mean nothing to her. ”



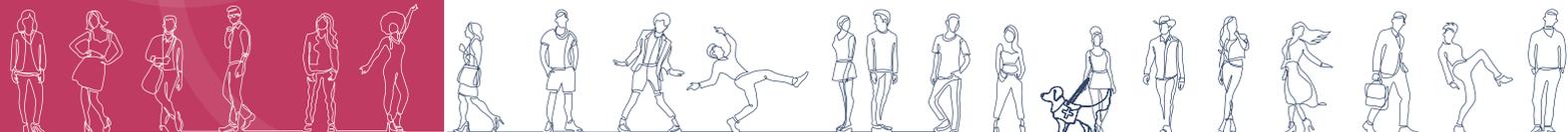
Ester Jamera

Senior Project Nurse at
Leeds Teaching Hospitals and
Founder and Co-Chair of the
BME staff network

Amplifying voices and mending divides in the NHS

Ester gets great satisfaction from providing patient centred care and knowing that she is making a difference to patients and their families at their most vulnerable time. Ester is also passionate about creating working environments that enable all staff to thrive based on their ability and aspiration not enabled or hindered by the colour of their skin. Ester has put together the book 'Amplifying Voices, Mending Divides anthology', which aims to raise awareness of racism in the workplace and to provide an invaluable resource to organisations.

“ Unity in this context is a genuine acceptance and celebration of diversity. It requires honesty. It requires maturity. It requires humility and harmony. Where we acknowledge we are many and different, but One. This is unity. ”



Advancing racial equity in the workplace (panel)

Zayna Ratty is an LGBTQIA+, GSRD (Gender, Sex & Relationship Diversity), Race & Ethnicity Hypno-Psychotherapist, relationship coach, presenter, columnist, and Diversity, Equality, Inclusion and Access trainer. Zayna was the first person of colour Chair of Oxford Pride 2019-2021. She is an advocate for raising awareness of marginalised groups within society. Zayna's charity, diversity consulting work and private therapeutic practice explore how race, gender, sexuality and relationship diversity create a prism of intersecting identities.

“When we all feel safe enough to bring our whole selves to work, a workplace functions better for all.”



Zayna Ratty

Hypno-psychotherapist with a focus on gender and racial identity

Speaking truth to power

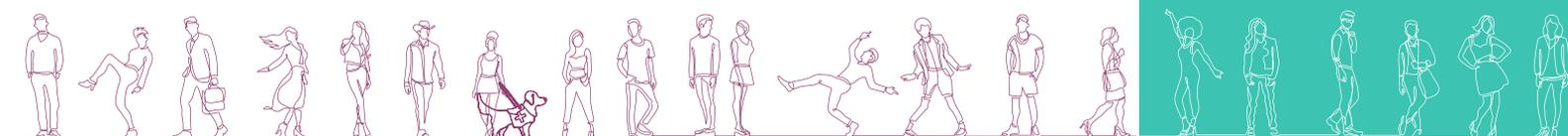
Megan is a Professor of Leadership and Dialogue at Hult International Business School. She is author of three books: 'Dialogue in Organisations', 'Mind Time' and most recently 'Speak Up', which was shortlisted for the CMI Management Book of the Year 2020. Working with boards and executive teams at the intersection of leadership, change, effectiveness, dialogue and mindfulness, she has presented her research to audiences throughout the world and is listed on the Thinkers50 Radar of global management thinkers and on the HR Most Influential list of Thinkers.

“The way we construct power has enormous consequences and yet when we are the ones with privilege or advantage we are often the last to realise it.”



Megan Reitz

Leadership & Dialogue Professor, Researcher, Speaker and Author of 'Speak Up'



Advancing racial equity in the workplace (panel)

Asif Sadiq has a long and rich career in the equity and inclusion space with senior executive roles at Adidas, The Telegraph, and EY Financial Services. Listed as one of the Most Influential Global D&I Leaders by Hive Learning, the CIPD's Top 20 Power List, and was honoured with an MBE in 2017 by the Queen. As SVP of E&I International at WarnerMedia, Asif works on globally driving the agenda around diversity.

“ My vision is for a workplace where differences are not just highlighted but instead are celebrated and welcomed. ”



Asif Sadiq MBE

SVP and Head of Equity and Inclusion International at Warner Media

LGBTQ inclusion in your workplace

Parmesh Shahani is an author, culture curator and the founder of the award-winning Godrej India Culture Lab. Parmesh is a passionate advocate for LGBTQ inclusion in corporate India and has guided many of the country's leading companies on their inclusion journeys. He is the author of two books 'Gay Bombay: Globalization, Love and (Be)Longing in Contemporary India' and 'Queeristan: LGBTQ Inclusion in the Indian Workplace'. Parmesh is a TED Senior Fellow, a Yale World Fellow, and a World Economic Forum Young Global Leader.

“ All our struggles are connected. The struggle for queer rights is connected with the anti-caste movement, with Black Lives Matter, with students' rights, with feminism, with so many social justice movements across the world. ”



Parmesh Shahani

Inclusion champion, TED Senior Fellow and Author of 'Queeristan: LGBTQ Inclusion in the Indian Workplace'



It's all only one story

Sophia Thakur has pushed the boundaries of poetry from the age of 16, inspiring varied audiences across the world from the Glastonbury stage to Ted Talks. Sophia Thakur's powerful messages on mental health, diversity, politics, self-expression, empowerment, women and wellbeing has led to participation at events organised by Google, Accenture, Nike, The Guardian, The Royal Family, Channel 4, BBC, Viacom and the Liberal Democrat and Labour party. Sophia Thakur has sold out three groundbreaking headline shows across the world, including her book launch at the Jazz Cafe in London.

“ When we take the time to learn about each other, we enrich our experience of each other with all of these new, integral layers. In a world that loves a divide, storytelling fills the cracks with bridges and tunnels to connect with each other. I mean...what is a book if not a boat over your own lake into somebody else's. ”



Sophia Thakur

Performance poet and
best selling author



Your summit host



Barra Fitzgibbon

Broadcaster, TV host and conversational specialist

Dublin born Barra trained as a lawyer honing his speaking skills in the courtroom. Barra enjoyed working with his voice. He moved to London becoming a voice over artist for Channel 4, OK Magazine, Paco Rabanne, 20th Century Fox, and Sony Pictures. Barra had a family and as his kids grew, the challenge of having better conversations raised its head. Through this experience Barra threw himself into researching how to engage in better conversations, his results were immediate and relationships blossomed. In 2020, Barra caught Covid and everything crystallised. From his bed in ICU, the value of healthy conversations was a key factor in his recovery and the reason why he changed his career. Barra now works with the NHS, individuals, wider organisations, and in Higher Education, extolling the benefits of better conversations, from career progression to the warmth of simple human connection.

Panel MCs



Liz Dimmock

CEO and Founder of Moving Ahead



Tanya Gordon

Coach, Facilitator and Speaker at Moving Ahead

How are you committed to being #UnitedForInclusion this Inclusion Week?

WAJAHAT ALI

“ Unity around shared values is important in a diverse workplace, but demanding unity without doing work, having any guidelines, or modelling those values through leadership is just empty. ”

MICHAEL BARTON

“ Not only do I give talks around the world on autism, I make sure that Diversity and Inclusion groups talk about neurodiversity. ”

NICI HARRISON

“ I commit to being open-minded, welcoming people to surprise me and being curious about who they are rather than what they do. ”

CHARLIE MARTIN

“ By using my platform within motorsport to educate people, increase empathy and acceptance by being a positive role model for the trans community. ”

HOLIDAY PHILLIPS

“ Every time I walk into a room my sole intention is to do everything I can to make sure every person in that room feels like they belong. ”

MEGAN REITZ

“ I am committed to research that focuses on the ‘conversational habits’ inside organisations – who speaks and who gets heard; who stays silent and who is ignored. ”

ASIF SADIQ MBE

“ We believe inclusion is for everyone and we all play a role in driving change in creating equity across everything that we do, and bringing others on that journey. ”

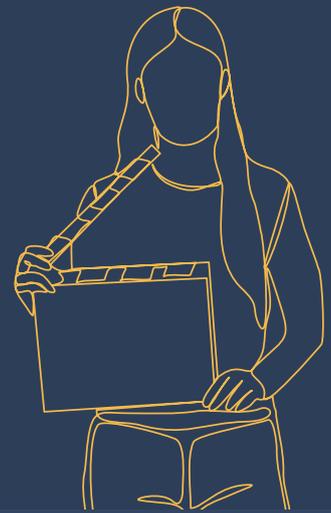
ZAYNA RATTY

“ I am committed to utilising the platform given to me. I strive to be open and include people in the challenging conversations, not just call them out. ”

PARMESH SHAHANI

“ I am committed to amplifying voices, even within minority spaces, and by helping people view LGBTQ+ inclusion through a larger intersectional framework. ”

Share the full film collection with your organisation



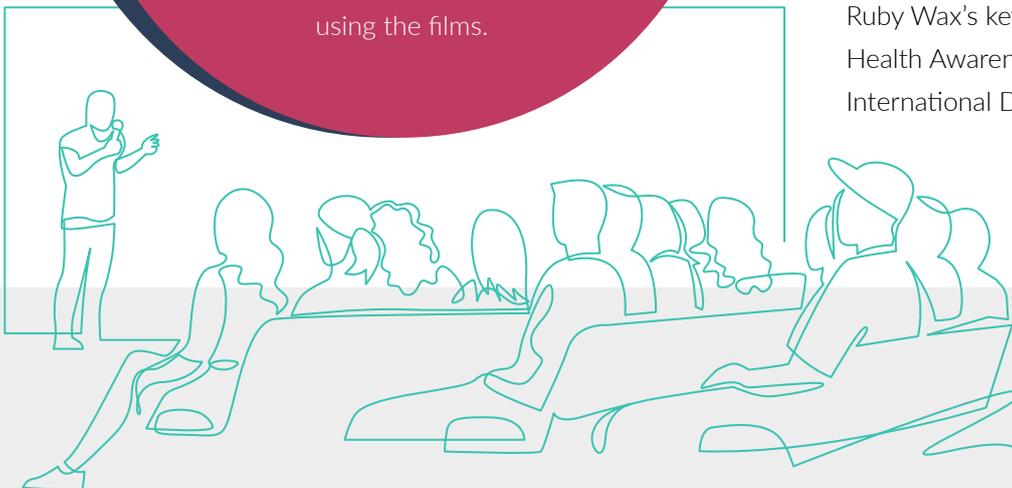
Organisations tell us that they are continually looking for engaging and inclusive stories and insights for their colleagues to gain inspiration, learning and connection. We have just that.

How will you receive the films?

It's up to you. You can access the films via our website using a password, share a link and password to our Summit Series webpage on your internal platform or intranet, or you can licence the video and upload it to your internal platform or intranet. We will also share an Activation Toolkit, to support you in using the films.

If you don't already have access to the digital content from the Inclusion & Diversity Summit, you still have time to purchase the full collection. Through this you will:

- ▶ Not only have organisation-wide access to the live Summit throughout Inclusion Week, but also
- ▶ Have access to the Summit content all year round. You can use the film collection for network events, training or celebrating key international awareness days. For example, in previous years Ruby Wax's keynote has been shared in Mental Health Awareness Week, and Caroline Casey's on International Day of People with Disabilities.



To secure digital access for your organisation please contact
Emily on summit@moving-ahead.org

The Summit Series 2021-22

Make sure to join us for our upcoming Summit Series events



Karl Lokko

Keynote speaker at
The International Men's Day Summit 2020



In celebration of International Men's Day | **Friday 19th November 2021**

This event spotlights stories, perspectives and discussions associated with International Men's Day themes including parenthood, mental health and work-life balance. The diverse and dynamic line-up of speakers and storytellers at the 2020 virtual event included Barrister, broadcaster, commentator and thought leader, Hashi Mohamed; multiple gold medallist, world record holder and broadcaster, Colin Jackson CBE; world-record-holding international rugby union referee, author, one of the first sports professionals to come out as gay, LGBTQ advocate and mental health activist, Nigel Owens MBE. We were also joined by Movember UK, the world's largest charitable organisation working to drive changes in men's behaviour in order to live happier, longer and healthier lives.

Our 2021 event promises the same calibre of thought-provoking and leading experts and storytellers.



In celebration of International Women's Day | **Tuesday 8th March 2022**

Our 2021 event, hosted in collaboration with Legal & General Investment Management, The 30% Club and Diversity Project, and in celebration of International Woman's Day, featured a fascinating and diverse line-up of more than 25 speakers, storytellers and performers. Held entirely virtually, we welcomed British television broadcaster, diversity advocate and author of 'Diversify', June Sarpong; disability rights-campaigner, award-winning social entrepreneur and founder of The Valuable 500, Caroline Casey; Chairwoman of MediaCom, and former CEO, UK country manager for WPP, diversity advocate and government appointed Race Equality Business Champion, Karen Blackett OBE and many more. [To learn more, check out our Gender Balance Summit 2021 page here](#) and keep an eye out for updates about next year's event which will bring together more fantastic, global perspectives to celebrate the social, economic, cultural and political achievements of women.



June Sarpong

Keynote speaker at
The Gender Balance Summit 2021

LEARN MORE ABOUT THE SUMMIT SERIES ▶

“ The summit both inspired and reminded me of the key diversity and inclusion issues we face in today’s world. It also provided the ability to share the stories with colleagues as recordings after the event, to continue the ripple effect! ”

—
Summit attendee

“ Brilliant, best sessions we have ever had at LGIM in my opinion ”

—
Summit attendee

“ I’m still talking about it this evening! ”

—
Summit attendee

What previous attendees have thought of the Summit...

“ I have not thought before about companies and how they can support men to take an active part in childcare, and how that affects women’s position in the workplace. I will be investigating how I can support that. ”

—
Summit attendee

“ Such an inspiring experience! It’s very encouraging to see the changes at different levels as well as the initiatives committed to bringing these positive changes to society. Feeling empowered and hopeful. Truly grateful. Thank you, Moving Ahead! ”

—
Summit attendee

“ This was a fantastic event. It’s a challenge to make a virtual event so engaging and riveting especially after last year’s amazing face to face event but you did it. Thank you for all the ideas and inspiration. ”

—
Summit attendee

“ Best zoom meeting since March 2020! ”

—
Summit attendee

Fees: £1,750 for one summit or £5,000 for all three summits

Contact Emily on summit@moving-ahead.org for digital access or to become a summit partner

The power of stories



At Moving Ahead, we believe in the power of stories. Stories inspire and connect; they create learning and they foster inclusion. Our world-class Speaker Academy is formed of storytellers and subject-matter experts from sport, academia, business and government, offering unique insights into subjects ranging from high-performance psychology to resilience.

If you would like to book one of our speakers, including those featured in this event such as **Megan Reitz**, **Charlie Martin** or **Parmesh Shahani** please contact speakers@moving-ahead.org.

Thank you

for celebrating **Inclusion Week** with us

#UnitedForInclusion



MOVING AHEAD



We extend a huge thank you to all of our speakers