



Diversity, Equity & Inclusion Summit ‘From Ambition to Action’
ABI Office, One America Square, 17 Crosswall, London, EC3N 2LB
Hybrid
Tuesday 10th October 2023

This will be our third annual Diversity, Equity and Inclusion Summit.

It marks a year since the ABI launched its ground-breaking DEI Blueprint and the ABI Board set the ambition of making our sector the UK’s most diverse, equitable and inclusive sector to work in.

We will be publishing our first annual progress report, setting out how we are meeting the ambitions set in the Blueprint and where further action will be needed.

The theme of this year’s event will be “From ambition to action”. The event will feature keynotes from leaders who are driving change inside and outside of our industry.

We will also have focussed panel sessions to provide practical insights on how to address some of the more challenging or less advanced parts of the DEI agenda – looking at topics including disability, neurodiversity, ageism and older workers and promoting apprenticeships.

11:50	Registration & Networking Lunch
12:50	Pre-recorded video message from Hannah Gurga, Director General, ABI
12:55	Welcome & Introduction
	Chair of Conference: Yvonne Braun, Director of Policy, Long-Term Savings, Health & Protection, Executive Sponsor, Diversity & Inclusion, ABI
13:00	Keynote Address One + Q&A
	Professor Jason Arday, Professor of Sociology of education, University of Cambridge
13:30	Plenary Panel One: “Breaking barriers together” - Strategies for creating inclusive workplaces for disabled and neurodivergent individuals + a pre-recorded video message from Sara Weller, CEO of MAPS
	Despite being distinct diversity characteristics, a significant commonality exists between disabled and neurodivergent individuals in terms of involuntary unemployment. This panel discusses how employers can break down barriers by engaging in conversations about disability and neurodivergence both at an individual and organisational level. Additionally, the panel seeks to address the intersectionality of these characteristics and how employers can prevent further disadvantage, including mental health problems caused by individuals feeling the need to mask their true selves at work.

	<p>Chair: Peter Hamilton, Head of Market Engagement, Zurich</p> <ul style="list-style-type: none"> • Danae Leaman-Hill, Director of External Affairs & Development, Fundraising & Development, Ambitious about Autism • Diane Lightfoot, CEO, Business Disability Forum • Ed Warner- CEO & Founder, Motionspot
14:20	Keynote Address Two
	Sir Robin Millar CBE, Chair, Scope UK
14:50	Networking Break/Screen Break
15:15	Welcome back.
15:15	Plenary Panel Two "From retirement to re-entry" - Addressing ageism and encouraging older workers to return to work
	<p>Economic inactivity, driven mainly by older workers, is on the rise in the UK. This trend is unique among developed economies post-pandemic. ONS data shows that besides wanting to retire early, the most common reasons for this are ill health and caring responsibilities, indicating a need for more accommodating workplaces.</p> <p>Although workers aged 50 or above make up a third of the UK workforce, ageism and age as a protected characteristic are often overlooked in the DEI agenda. This panel will look at how to create opportunities for career-changers and career returners in our sector. Further, we will explore ways to create a culture that values and supports experienced talent, regardless of age.</p> <p>Chair: Paul Farmer, CEO, Age UK</p> <ul style="list-style-type: none"> • Ann Francke, Chief Executive, Chartered Management Institute • Louise McCabe, Angel Accounting Limited • Justin Newman, Director of Strategy and Partnerships, Centre for Ageing Better • Patrick Thomson, Head of Research Analysis and Policy, Phoenix
16:00	Keynote Address Three
	Samantha Ridgewell, Managing Director, Empower Development
16:20	Networking Break/Screen Break
	Welcome back
16:35	Plenary Panel Three:" The case for hiring more apprentices" - Creating a diverse range of entry points to begin a career or make a mid-career change into our sector
	<p>Apprenticeships provide a valuable opportunity for individuals to gain hands-on experience in the industry regardless of their background. By hiring apprentices, companies can develop a pipeline of skilled workers who are trained to meet their specific needs, helping to close skills gaps.</p> <p>Apprenticeships can also create pathways for social mobility in our sector by providing opportunities for young people who may not have had access to traditional higher education options, addressing broader socio-economic issues in the country.</p>

	<p>This panel will discuss how we can work together to maximize the potential of the apprenticeships system to meet future skills needs through both attraction and reskilling.</p> <p>Chair: Kirsteen Robinson, Business Implementation Lead, Arch Insurance UK</p> <ul style="list-style-type: none"> • Sophie Hulm, CEO, Progress Together • Broniek Masojada, Sheriff, City of London • Cheryl McKown, Apprenticeships & Graduate Senior Manager, Bupa • Sandra Wallace, CBE, Partner, Co-MD UK and Europe, DLA Piper UK LLP
17:20	Concluding Remarks
	Chair of Conference: Yvonne Braun, Director of Policy, Long-Term Savings, Health & Protection, Executive Sponsor, Diversity & Inclusion, ABI
17:25	Close