

# 2021 DIAN Year-End Conference

26-28 October | Virtual | DIAN Members Only

## The Changing Face of D&I in Asia



# About Community Business

COMMUNITY BUSINESS



Community Business is a not-for-profit organisation (Hong Kong Charity Number 91/6560) whose mission is to lead, inspire and support businesses to have a positive impact on people and communities. A recognised leader in advancing responsible and inclusive business practices in Asia, Community Business facilitates networks, conducts research and events, leads programmes and campaigns and provides training and consultancy. Our focus on responsible business aligns to 4 mission-led themes:

- Building responsible leadership
- Tackling workplace inequality
- Ensuring employee wellbeing
- Promoting social inclusion

Founded in 2003 and headquartered in Hong Kong with a presence in India and working with dedicated partners and consultants across Asia, Europe and the Americas, Community Business works with companies of all sizes and from diverse industries across Asia, harnessing the power of business to drive social change. For more information, please visit [www.communitybusiness.org](http://www.communitybusiness.org).

# About Diversity & Inclusion in Asia Network (DIAN)



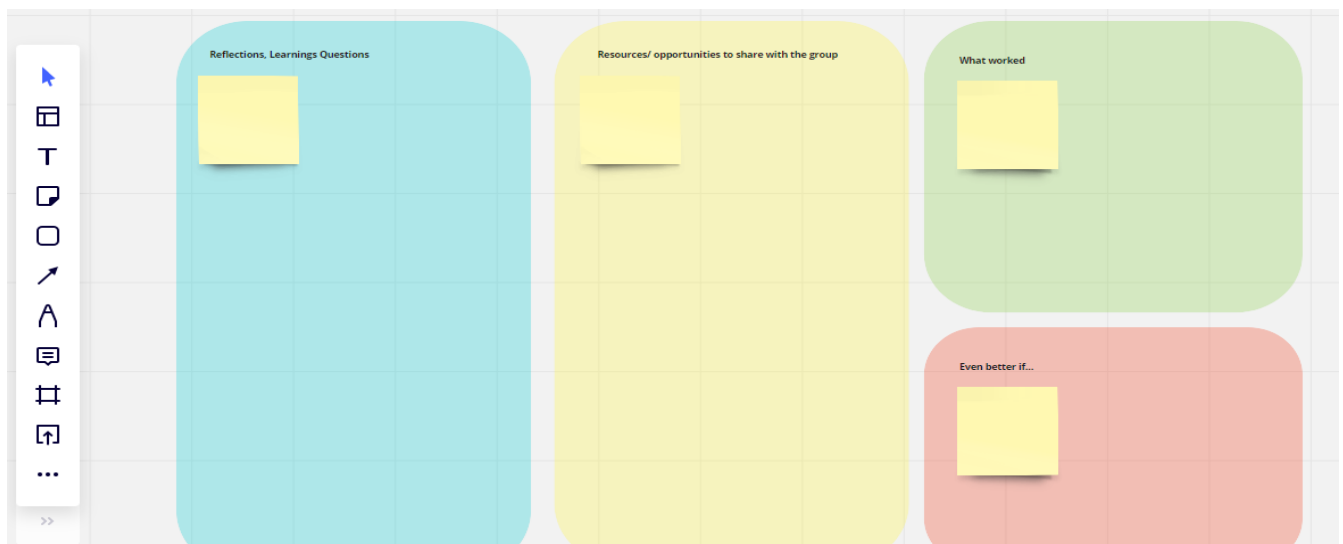
DIAN is an initiative of Community Business, is the leading network of companies and professionals committed to advancing diversity and inclusion in Asia. Members work together to understand diversity and inclusion issues pertinent to the region, share best practice, create new knowledge, and impact positive change. For more information see: [www.communitybusiness.org/networks/dian](http://www.communitybusiness.org/networks/dian).

# What will help you get the most of this virtual conference?

1. We recommend you sign on 5 mins before start time for a quick tech check. Feel free to stay on to chat with other attendees on the call after the end of the session.
2. Make sure your username is your [Name] and [Company Name].  
e.g. Johnny Chan (Community Business)
3. Express your thoughts by sharing your comments in the chatbox.
4. Ask questions throughout the call via the chatbox. The DIAN team will be facilitating this process and will keep track of your questions to bring up at the appropriate time. If you have limited Zoom functionality, you may post your questions on Miro Virtual Whiteboard.
5. If you feel comfortable doing so, we encourage you to turn on your video and to identify yourself if you are called on to speak.

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**Contribute to the Miro Virtual Whiteboard throughout this 3-day conference.**



## The Changing Face of D&I in Asia

Driving locally-relevant D&I strategies in Asia has been an ongoing challenge. However, recent years have seen a greater appreciation of the complexity of identity, culture, and social norms across the globe. This means that an intersectional and truly country-by-country approach is needed for inclusion efforts to have real impact. This year-end conference boldly explores fresh takes on D&I issues and the local context and mindsets that come into play.

Date	Time (UTC+8)	Session	No. of seats	RSVP
Tue 26 Oct	10:00 am - 11:15 am	<b>Racism in Aisa: What Does It Really Mean?</b> <i>Panel of experts talk about how relevant the concept of 'racism' is in Hong Kong, India, and Singapore.</i>	Unlimited	●
	1:00 pm - 2:00 pm	<b>Decoding the Asian Millennial – Same Same But Different</b> <i>Keynote speaker leverages extensive research and experience working with Millennials in Mainland China, Hong Kong, Singapore and Malaysia.</i>		
	3:00 pm - 4:00 pm	<b>Inclusion in the Hybrid / Virtual Environment</b> <i>Workshop to examine new sources of exclusion and how to guard against these.</i>		
Wed 27 Oct	10:00 am - 11:15 am	<b>Candid Conversations: Navigating LGBT+ Inclusion in Muslim Filipino Culture</b> <i>Armchair discussion with renowned filmmaker and activist.</i>	Unlimited	●
	1:00 pm - 2:00 pm	<b>Practitioners Exchange : Ensuring Wellbeing During a Global Pandemic</b> <i>Panel of practitioners on the frontline of ensuring mental health and wellbeing.</i>		
	3:00 pm - 4:00 pm	<b>Ask Me Anything with Varshaa Ramesh Kutik</b> <i>An unrecorded session with a seasoned D&amp;I practitioner to encourage open conversations and welcome questions you were too afraid to ask.</i>		
Thu 28 Oct	1:00 pm - 2:30 pm	<b>World Cafe</b> <i>Virtual Roundtable (Limited seats available. First-come first-served)</i>	2	□

● Register via [Online Form >>](#)

□ RSVP by sending email to [dian@communitybusiness.org](mailto:dian@communitybusiness.org)

# The Changing Face of D&I in Asia

**Day 1 – Tue, 26 Oct**

**Unlimited seats** for each member company

## Racism in Asia: What Does It Really Mean?

**10:00am - 11:15am (UTC+8)**

*Panel of experts talk about how relevant the concept of 'racism' is in Hong Kong, India, and Singapore.*



**Shalini Mahtani**  
The Zubin



**Papia Sengupta**  
Jawaharlal Nehru  
University



**Mathew Mathews**  
Institute of Policy  
Studies

## Decoding the Asian Millennial – Same Same But Different

**1:00pm - 2:00pm (UTC+8)**

*Keynote speaker leverages extensive research and experience working with Millennials in Mainland China, Hong Kong, Singapore and Malaysia.*



**Fyiona Yong**  
Wholistic Coachsulting

## Inclusion in the Hybrid / Virtual Environment

**3:00pm - 4:00pm (UTC+8)**

*Workshop to examine new sources of exclusion and how to guard against these.*



**Tina Arcilla**  
Community Business

# The Changing Face of D&I in Asia

**Day 2 – Wed, 27 Oct**

**Unlimited seats** for each member company

## Candid Conversations: Navigating LGBT+ Inclusion in Muslim Filipino Culture

**10:00am - 11:15am (UTC+8)**

*Armchair discussion  
with renowned filmmaker and  
activist.*



**Rhadem Musawah**

Filmmaker &  
Human Rights Activist

## Practitioners Exchange : Ensuring Wellbeing During a Global Pandemic

**1:00pm - 2:00pm (UTC+8)**

*Panel of practitioners on the  
frontline of ensuring mental  
health and wellbeing.*



**Arti Ram**  
Bloomberg



**Chitra Sunder**  
Barclays



**Sandhya Manoj**  
Community Business

## Ask Me Anything with Varshaa Ramesh Kutik

**3:00pm - 4:00pm (UTC+8)**

*An unrecorded session with  
a seasoned D&I practitioner to  
encourage open conversations and  
welcome questions you were too  
afraid to ask.*



**Varshaa Ramesh Kutik**

Bank of America

# The Changing Face of D&I in Asia

**Day 3 – Thu, 28 Oct**

**Limited seats** for each member company

## World Café (Virtual Roundtables)

**1:00pm - 2:30pm (UTC+8)**

*(First-come first-served)*

***An interactive discussion across the entire DIAN community asking:***

What are the bold actions companies need to take to drive an inclusive culture?

How can we take a systems approach to creating sustainable impact?

