

# 2021 DIAN Conference

27-29 April | Virtual | DIAN Members Only

## Expanding and Localising D&I Approaches for Tomorrow's Challenges 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 is aligned to 4 mission-led themes:

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

Founded in 2003 and based in Hong Kong with a presence in India and the United Kingdom, 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:

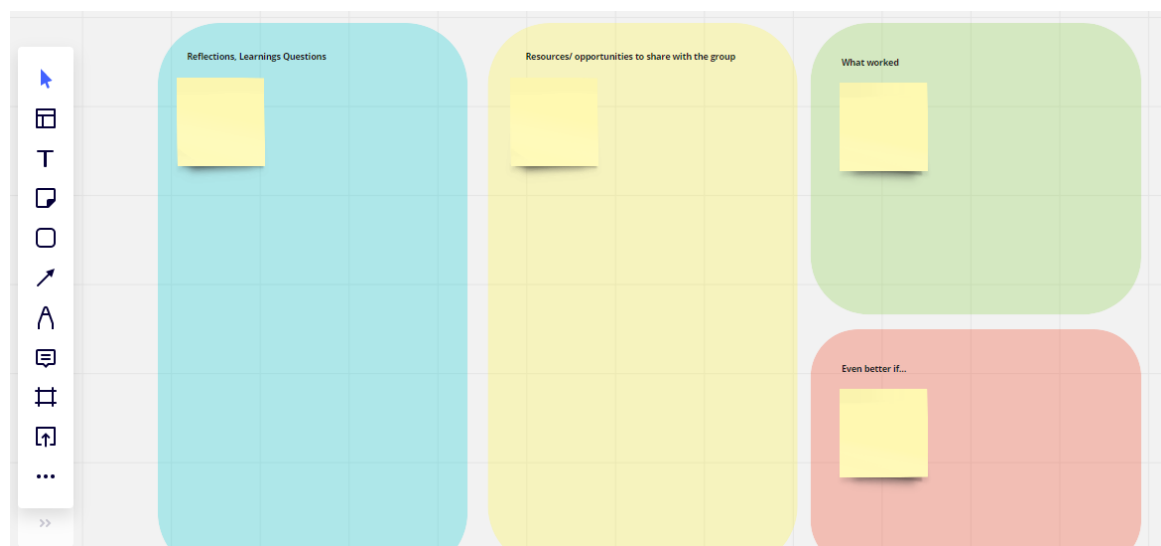
[www.communitybusiness.org/networks/dian](http://www.communitybusiness.org/networks/dian).

# 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 will have to wait until the Q&A portion.
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 virtual whiteboard throughout this 3-day conference.**



# Expanding and Localising D&I Approaches for Tomorrow's Challenges in Asia

The current uncertainties and challenges brought about by global and local crises have brought human capital to the top of company priorities and highlighted the limitations of established approaches to D&I. Aligning business and people strategies is key to surviving and thriving in this new and evolving environment. This means businesses in Asia have had to re-examine whether they are: fully recognising the complex diversity in their workforce; supporting and empowering their people whilst recognising new challenges around safety, wellbeing and access; and preparing their people for the challenges the future will bring.

Date	Time (UTC+8)	Session	No. of seats	RSVP
Tue 27 Apr	10:30am - 11:50am	<b>Cognitive Diversity: Buzzword or Buzzworthy?</b> <i>Main Plenary</i>	Unlimited	●
	11:50am-12:20am	<i>Open Forum</i>		
	2:00 pm - 3:15 pm	<b>Neurodiversity in the Workplace</b> <i>Practitioners Roundtable</i>	2	□
	4:00 pm - 5:00 pm	<b>Igniting D&amp;I Ideas by Incorporating Digital Learning</b> <i>Ask-the-Expert Session</i>	2	□
Wed 28 Apr	10:30am - 11:50am	<b>Building a Sense of Belonging in Diverse Teams for the Hybrid Work Era</b> <i>Main Plenary</i>	Unlimited	●
	11:50am-12:20am	<i>Open Forum</i>		
	2:00 pm - 3:15 pm	<b>Inclusive Workplace Culture: The Power of Psychological Safety (English)</b> <i>Workshop</i>	1	□
	2:00 pm - 3:15 pm	<b>Inclusive Workplace Culture: The Power of Psychological Safety (Mandarin)</b> <i>Workshop</i>	1	□
	3:45 pm - 5:00 pm	<b>Addressing Race &amp; Culture in Asia</b> <i>Roundtable</i>	2	□
Thu 29 Apr	10:30 am - 11:50 am	<b>Paving the Way for an Inclusive Future of Work</b> <i>Main Plenary</i>	Unlimited	●
	11:50am-12:20am	<i>Open Forum</i>		
	3:00 pm - 4:00 pm	<b>Elevating Your Strategy Through Partnerships and Collaboration</b> <i>Practitioners Roundtable</i>	1	□

● Plenary sessions: register via [Online Form >>](#)

□ Satellite sessions: RSVP by contacting [dian@communitybusiness.org](mailto:dian@communitybusiness.org)

# Expanding and Localising D&I Approaches for Tomorrow's Challenges in Asia

**Day 1 – Tue, 27 April**

## Plenary Session

**Unlimited seats** for each member company

### Cognitive Diversity: Buzzword or Buzzworthy?

10:30am - 11:50am (UTC+8)

#### Open Forum

11:50am - 12:20pm (UTC +8)  
Stay back for a more  
free-flow discussion!



**Li Wei Cheah**

GAR Inclusion Programme Manager  
Intel

[Learn more >>](#)

## Satellite Sessions

**Limited seats** for each member company

### Neurodiversity in the Workplace

2:00pm - 3:15pm (UTC+8)



*Should neurodiversity be part  
of our D&I strategy?*



*Practitioners Roundtable*

[Learn more >>](#)

### Igniting D&I Ideas by Incorporating Digital Learning

4:00pm - 5:00pm (UTC+8)



*How can we effectively meet  
the rising demand for virtual  
learning and development  
experiences?*



*Ask-the-Expert Session*

[Learn more >>](#)

# Expanding and Localising D&I Approaches for Tomorrow's Challenges in Asia

**Day 2 – Wed, 28 April**

## Plenary Session

**Unlimited seats** for each member company

### Building a Sense of Belonging in Diverse Teams for the Hybrid Work Era

10:30am - 11:50am (UTC+8)

#### Open Forum

11:50am - 12:20pm (UTC +8)  
Stay back for a more free-flow discussion!



**Grace Lau**

Culture Transformation Partner  
**atrain**



**Winnie Tsien**

Head of Human Resources  
**JLL**

[Learn more >>](#)

## Satellite Sessions

**Limited seats** for each member company

### Inclusive Workplace Culture: The Power of Psychological Safety

2:00pm - 3:15pm (UTC+8)

“ *How can we nurture psychological safety within a diverse team?* ”

Workshop (in English / Mandarin)

[Learn more >>](#)

### Addressing Race & Culture in Asia

3:45pm - 5:00pm (UTC+8)

“ *Do we have a responsibility to address race and culture in the workplace? How might we go about it?* ”

Roundtable

[Learn more >>](#)

# Expanding and Localising D&I Approaches for Tomorrow's Challenges in Asia

**Day 3 – Thu, 29 April**

## Plenary Session

**Unlimited seats** for each member company

### Paving the Way for an Inclusive Future of Work

10:30am - 11:50am (UTC+8)

#### Open Forum

11:50am - 12:20pm (UTC +8)

Stay back for a more free-flow discussion!



**Alissa Lau**

Analytics and Insights Manager  
John Swire & Sons (H.K.) Ltd.



**Christopher A. Ilagan**

Corporate Affairs Director  
Cargill Philippines



**Varshaa Ram Kutik**

Head of Diversity and Inclusion, APAC  
Bank of America

[Learn more >>](#)

## Satellite Sessions

**Limited seats** for each member company

### Elevating Your Strategy Through Partnerships and Collaboration

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

**“ How can we create more sustainable and mutually beneficial partnerships with internal and external stakeholders? ”**

*Practitioners Roundtable*

[Learn more >>](#)



# Expanding and Localising D&I Approaches for Tomorrow's Challenges in Asia

## Day 1

Date	Time (UTC+8)	Session
Tue 27 Apr	10:30am - 11:50am	<p><b>Cognitive Diversity: Buzzword or Buzzworthy?</b> <i>Main Plenary</i> ●</p> <p>Should companies address cognitive diversity in their workplace diversity and inclusion strategies? While current efforts tend to focus on demographic diversity, what is less often addressed is cognitive diversity – the consideration of different thinking styles, specifically, preferences in how we learn, perceive information and approach problems. To explore how this concept impacts current D&amp;I efforts, this session will feature highlights from our latest research on this topic followed by a discussion with D&amp;I professionals from across the region.</p> <p>Audience: D&amp;I professionals, HR professionals, business leaders, people managers and employees with an interest in the topic</p> <p>Tickets: Unlimited</p>
	11:50am - 12:20am	<p><i>Open Forum</i></p> <p>Immediately after the Plenary Session, participants are encouraged to stay on and share additional thoughts and questions the discussion might have sparked.</p>
	2:00 pm - 3:15 pm	<p><b>Neurodiversity in the Workplace</b> <i>Practitioners Roundtable</i> □</p> <p>Embracing diverse thinking is critical to the success of business, but companies often lack the understanding to support people who are neurologically different. In this roundtable we will explore how practitioners understand the concept of neurodiversity and the growing momentum to appreciate and support neurodivergent employees in the workplace in Asia.</p> <p>Audience: D&amp;I leads and HR leads with responsibility for the D&amp;I strategy in Asia</p> <p>Tickets: 2 seats</p>
	4:00 pm - 5:00 pm	<p><b>Igniting D&amp;I Ideas by Incorporating Digital Learning</b> <i>Ask-the-Expert Session</i> □</p> <p>As the pandemic has accelerated digital transformations within businesses, there is also a rising demand for virtual learning and development experiences. In this session, we invite a digital learning expert to share good practices and share how to best leverage the various components of the SPARK Series, an e-learning series on various D&amp;I topics with the aim to facilitate a wider conversation on D&amp;I within organisations</p> <p>Audience: L&amp;D professionals, D&amp;I champions, ERG leads</p> <p>Tickets: 2 seats</p>

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# Expanding and Localising D&I Approaches for Tomorrow's Challenges in Asia

## Day 2

Date	Time (UTC+8)	Session
Wed 28 Apr	10:30am - 11:50am	<p><b>Building a Sense of Belonging in Diverse Teams for the Hybrid Work Era</b> <i>Main Plenary</i> ●</p> <p>The shift to virtual work and hybrid workplaces is presenting a new set of D&amp;I challenges for companies in Asia. From the surfacing of inequities and a lack of understanding of the local experience to the risk of increased isolation of certain groups, companies are grappling with how to reinforce a culture of inclusion. This session explores how companies can enhance policies, practices and support systems to allow employees to work at their best and maintain a sense of belonging.</p> <p>Audience: D&amp;I leads, HR professionals with D&amp;I responsibilities, people manager who manages matrix teams</p> <p>Tickets: Unlimited</p>
	11:50am - 12:20am	<p><i>Open Forum</i></p> <p>Immediately after the Plenary Session, participants are encouraged to stay on and share additional thoughts and questions the discussion might have sparked.</p>
	2:00 pm - 3:15 pm	<p><b>Inclusive Workplace Culture: The Power of Psychological Safety</b> <i>Workshop</i> □</p> <p>As technology, marketplaces and businesses continue to evolve, inclusion is key for employees to be able to participate, be creative and innovative, take risks and, ultimately, thrive in the workplace. In this session, we learn about the importance of psychological safety in creating an inclusive space, what it is, what it is not, and what strategies can be used to build it into a workplace culture.</p> <p>Audience: D&amp;I professionals, HR professionals, business leaders, people managers and employees with an interest in the topic</p> <p>Tickets: 1 seat (<i>English Workshop</i>)   1 seat (<i>Mandarin Workshop</i>)</p>
	3:45 pm - 5:00 pm	<p><b>Addressing Race &amp; Culture in Asia</b> <i>Roundtable</i> □</p> <p>In the wake of recent social turmoil in many countries, addressing race and culture is now at the forefront of the corporate agenda. Join this session to discuss with fellow DIAN members how you are addressing this important topic and ensuring an approach that is relevant to the local context in Asia. We also share the latest plan for this year's research project Race and Culture: How to Have the Conversation in Asia.</p> <p>Audience: D&amp;I leads and HR leads with responsibility for the D&amp;I strategy in Asia</p> <p>Tickets: 2 seats</p>

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## Day 3

Date	Time (UTC+8)	Session
Thu 29 Apr	10:30 am - 11:50 am	<p><b>Paving the Way for an Inclusive Future of Work</b> <i>Main Plenary</i> ●</p> <p>The data, trends and predictions about the future of work highlight that the human element is and needs to be top priority in all aspects of the business. What is missing in current dialogue is an exploration of what this means in markets in Asia that are at various stages of vulnerability and preparedness in the face of change. In this session, leaders explore what it means to create a truly inclusive future -- identifying the challenges and opportunities at the local level.</p> <p>Audience: D&amp;I professionals, HR professionals, business leaders, people managers and employees with an interest in the topic</p> <p>Tickets: Unlimited</p>
	11:50am - 12:20am	<p><i>Open Forum</i></p> <p>Immediately after the Plenary Session, participants are encouraged to stay on and share additional thoughts and questions the discussion might have sparked.</p>
	3:00 pm - 4:00 pm	<p><b>Elevating Your Strategy Through Partnerships and Collaboration</b> <i>Practitioners Roundtable</i> □</p> <p>For many D&amp;I practitioners in Asia beset by complex challenges and hampered by limited resources, internal communities such as ERGs and D&amp;I councils and external parties such as local NGOs and service providers are a welcome source of knowledge and support. This roundtable provides a space to explore the gaps in these relationships including how to build capacity and create more sustainable and mutually beneficial partnerships.</p> <p>Audience: D&amp;I leads, HR professionals with D&amp;I responsibilities</p> <p>Tickets: 1 seat</p>

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