

## D&I: Next Level Inclusion

Faced with the impact of a regional talent shortage as well as an impending recession, the COVID era has presented an unprecedented opportunity for staff to review their purpose, organizational alignment, motivation and approach to inclusion. This conference is to explore what inclusion is to organisations at this moment, where are the potential gaps, and how we address these in order to engage and retain talent by creating truly inclusive spaces.

Date	Time (UTC+8)	Session	Seats (In Person)	Seats (Virtual)
Wed 16 Nov	10:00am – 10:15 am	<b>Welcome, Launch, and Opening Address - The Great Departure/ Talent Shortage in Asia</b>	2	Unlimited
	10:15am – 11:15am	<b>Understanding the Needs of the Liberated Workforce</b> Plenary Session  What is the liberated workforce? The makeup of the workforce, partially because of organisations' D&I agendas, has evolved and companies are now exploring the needs of these employees. What are the drivers of inclusion that need to be addressed? (purpose, flexibility, development, ....?)	2	Unlimited
	11:30am – 12:30pm	<b>Moving the Needle on Diversity in Recruitment</b> Plenary Session  With such a focus on untapped markets and attracting/recruiting underrepresented groups, why has there been limited progress? In this session, we are eager to explore the challenges in identifying and attracting diverse talent, the potential changes and breakthroughs if we focus more on the overrepresented vs the underrepresented, and effective tactics and strategies to address both.	2	Unlimited
	2:00pm – 3:00pm	<b>ERGs , Intersectionality and Inclusion</b>  Employee Resource Groups are a great driver of diversity and inclusion strategies; however, when factoring in intersectionality, does the traditional ERG structure support the conversation? Or do they bring their own challenges? In this session, we will explore how ERGs can help evolve diversity to a point of understanding the complexity of people and create inclusion holistically.	2	Unlimited
	3:15pm – 4:15pm	<b>How Inclusive is your EVP? Inclusive Workplace Policies and Benefits: Reinforcing DEI strategy and inclusive culture in Asia.</b>  Further exploring inclusion and the needs of the current workforce, in this session, we will discuss how benefits and wellness programs can serve as catalysts for increased diversity and inclusion; and how we ensure we build benefit packages that remain sustainable and effective for a changing workforce and working environment.		1
	4:30pm – 5:30pm	<b>Race &amp; Culture: What's Next?</b> Satellite Session  Six months ago, we released our race and culture research focusing on organisations' responsibility. In this session, we will discuss how organisations have used the research to drive these conversations, how it has impacted their D&I strategy, and what are the next steps.		1

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Thurs 17 Nov	10:30am – 11:30am	<b>Generational Diversity &amp; The Impact of Ageism</b>  With five generations in the workplace, it's important to ensure that we're equipped to manage these teams. We commonly discuss the differences, but there are commonalities. How do we ensure that we're using both to relate to all generations and ensure we're creating inclusive environments for all? What can we do to redefine careers and hierarchy to allow aging employees to continue in the workplace with respect? What needs to happen to build relationships across generations to empower younger persons to effectively manage older persons? How might teamwork and reward look different across generations in the same workplace?	2	Unlimited
	11:45am – 12:45pm	<b>Reproductive Health in the Workplace</b> Plenary Session  Menopause, menstruation and other reproductive issues are considered taboo and left undiscussed within company walls. These issues impacting persons' mental and physical well-being can also adversely impact workplace performance and career progression. Understanding that addressing this has a positive impact on business as well, how do we begin to have these conversations? What support and education is required? How might we amend policy and practices?	2	Unlimited
	2:00pm – 3:00pm	<b>Accessibility in Action</b> Plenary Session  What is accessibility? When hiring diverse talent, organisations must evaluate whether they have created universal accessibility – do all employees have the access needed to succeed at work? In this session, we want to look at how we move beyond solely examining disability, focusing on creating truly inclusive spaces, accessible to all.	2	Unlimited
	3:15pm – 4:15pm	<b>Inclusion vs Belonging</b>  Increasingly organisations are beginning to discuss belonging, and the need to create a culture of belonging but what is belonging? What does it mean to belong in Asia? In this session we look to explore the differences between inclusion vs belonging, why the term is gaining popularity and what we might be missing when focusing solely on the term itself.		1
	4:30pm – 5:30pm	<b>The D&amp;I Conversation in 2023: Setting the Agenda</b>  In a year full of change, we've discussed many topics and are slowly shifting to a 'new normal'. With a new DIAN team at the helm, we're keen to use this time to explore with DIAN members the priorities for next year. In this session, we will ask you to discuss the following:  What have we learnt about D&I in the past year – what has shifted? What are your D&I priorities for the year ahead? What one D&I resource would really help your strategy moving forward?		1