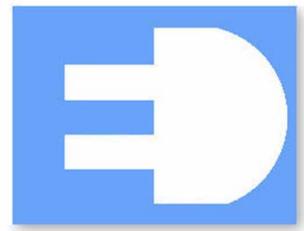


2019 Conference

'Speaking openly about the ways racism impacts on our lives'



Equality and Diversity UK

www.equalityanddiversity.co.uk

When: Tuesday 8th October 10.00am – 3.30pm

Where: Chancellor Hotel,
Chancellors Way,
Moseley Road,
Fallowfield,
Manchester
M14 6NN

Overview

To mark Black History Month 2019, Equality and Diversity UK has organised a conference to explore how inequality, identity and belonging intersect with race in Britain.

In the wake of the Brexit referendum, a renewed debate on Britishness and British identities has emerged which is challenging long-held claims to belonging and citizenship held by well-established parts of the British population.

The Windrush scandal and the policy of a purposefully 'hostile environment' for certain immigrant groups has led to accusations of Government racism.

The creation of an annual Stephen Lawrence Day on 22nd April has led to reflection on how much has changed since his death and the 'institutional racism' identified by the subsequent Macpherson Report.

This conference will be an opportunity to explore and discuss the experience of inequalities based on skin colour or ethnic, and other, identities and how these continue to shape the lives of many people in Britain today.

It will be a starting point to begin to promote race equality, tackle racial discrimination and foster relationships between diverse groups of people in society

Black History Month Conference Programme

Keynote speaker: Binna Kandola



Senior Partner

BSc (Econ), MSc, PhD, CPsychol, FRSA, OBE

Professor Binna Kandola is a Business Psychologist, Senior Partner and co-founder of Pearn Kandola, where in the last thirty years, he has worked on a wide variety of projects for public and private sector clients both in the UK and overseas. As well as leading the practice, Binna is particularly interested in the study of gender bias and unconscious bias in organisations. He is the author of three new and critically acclaimed books on these subjects: **'The Invention of Difference: The story of gender bias at work'**, **'The Value of Difference: Eliminating bias in organisations'**, and **'Racism at Work: The Danger of Indifference'**.

He is also the co-author of several other management books, one of which 'Managing the Mosaic' won a Special Commendation at the 1994 Management Book of the Year Awards. A regular contributor to the HR and business press he is a sought after and highly regarded conference speaker. Binna was the first Chair of the Standing Committee for the Promotion of Equal Opportunities of the British Psychological Society (BPS) and a member of Sir Robin Butler's Panel of Enquiry into Equal Opportunities in the Senior Civil Service. He has been a member of the Board of Trustees of the BPS, and in 2002 was elected as Chair of the Division of Occupational Psychology. In January 2004, Binna was invited to join the UK Government's National Employment Panel and appointed Chair of the Minority Ethnic Group. He is currently a visiting Professor at Leeds University Business School and at Aston University Business School.

In 2012 the University of Aston awarded him an Honorary DSc – Doctor of Science. He is a consulting editor for the Journal of Occupational and Organisational Psychology and an editorial board member of Development and Learning in Organisations. He is a regular contributor to the media and has appeared on Sky News, BBC Breakfast, Channel 4 News and the Radio 4 Today Show.

A Fellow of the Royal Society of Arts (RSA), he was recognised in 2004 by The Independent on Sunday as one of the UK's Top Ten Business Psychologists. Professor Binna Kandola was awarded an OBE in 2008 for his services to Disadvantaged People and Diversity.

Black History Month Conference Programme

Aims

The event aims to:

- explore race, equality and belonging
- raise awareness of the experiences of Black, Asian and Minority Ethnic (BAME) people in the workplace, education and wider society
- raise awareness of the impact of inequalities based on race, nationality, National/ethnic origin and colour
- action plan for change.

Outcomes

By the end of the conference participants will have:

- an increased understanding of the issues of race, equality and belonging
- an increased understanding of the experience of BAME people in the workplace, education and wider society
- a greater awareness of the inequalities based on race, nationality, National/ethnic origin and colour
- worked together to action plan for change.

Black History Month Conference Programme

Programme

Time	Session	Length of session
9.30 am	Arrival/registration/networking	30 mins
10.00 am	Welcome: housekeeping and outline of context, aims and programme content	10 mins
10.10 am	Icebreaker activity: Quiz	15 mins
10.25 am	Feedback	10 mins
10.35 am	Human Book Story: 1 st video (Experience of prejudice, racism)	10 mins
10.45 am	1 st Roundtable discussion: How do inequality, identity and belonging intersect with race in the workplace, education, wider society?	45 mins
11.30 am	Human Book Story 2 nd (inappropriate comments and the impact)	10 mins
11.40 am	Refreshment break	15 mins
11.55 pm	Feedback from 1 st roundtable: 2/3 key points	20 mins
12.15 pm	Human Book Story: 2 nd /3 rd Video (Challenges of race inequality in the workplace)	20 mins
12.35 pm	Buzz session responses: what else did we learn about the everyday experience of BAME people?	10 mins
12.45 pm	Lunch – with Activity Sheets depicting delegate learning/action points so far	45 mins
1.30 pm	Welcome back and summary of key themes from the morning	5 mins
1.35 pm	Key Note Speaker: Binna Kandola: Racism its still happening, dealing effectively with challenges, working together to achieve equality of opportunity	30 mins
2.05 pm	Q and A	10 mins
2.15 pm	Talking about racism, what progress still needs to be made? Panel discussion/Q and A	30 mins
2.45 pm	3 rd Roundtable discussion (or maybe as a whole group plenary? Or in 2s or 3s?): action planning to achieve change	30 mins
3.15 pm	Feedback from Roundtable discussions/actions	10 mins
3.25 pm	Summary of key themes and outcomes, and thanks	5 mins
3.30 pm	End of conference	