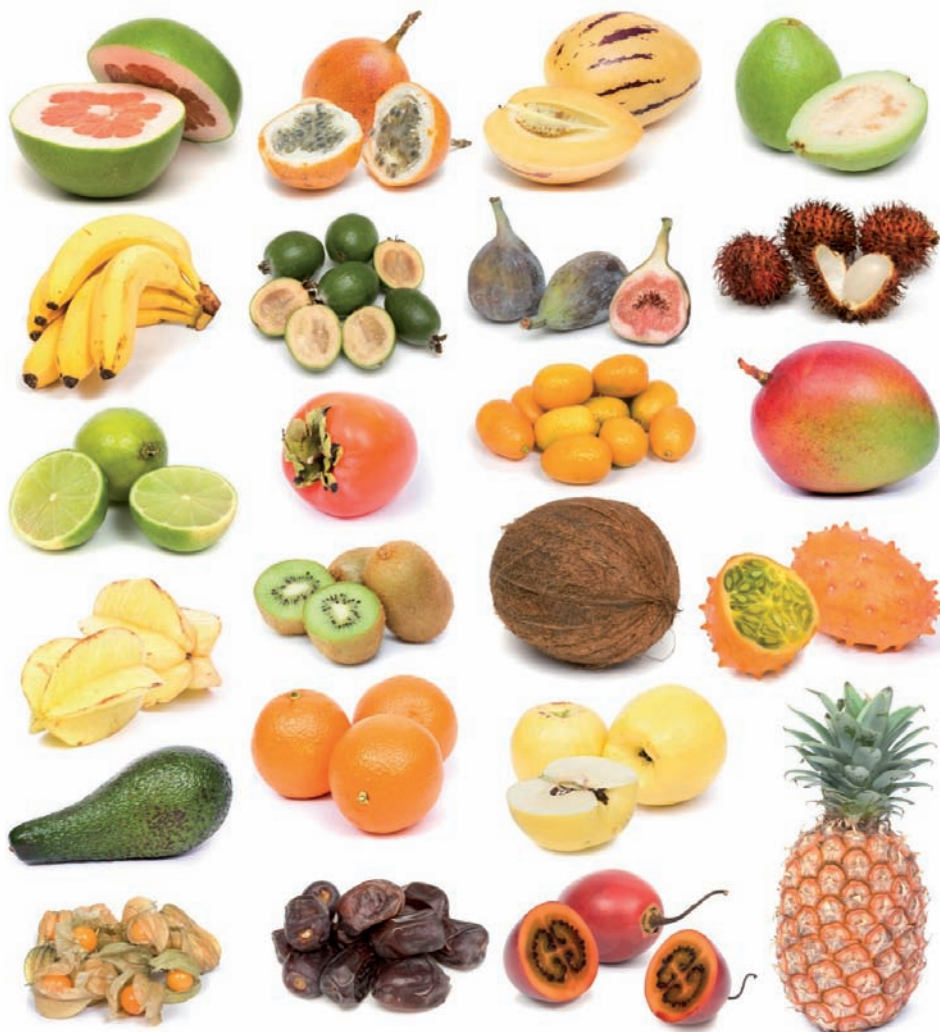


CONFERENCE

DIVERSITY MATTERS: VISION, PRINCIPLES AND PRACTICES THAT MAKE A DIFFERENCE

Thursday 6 March 2008
Woburn House, Bloomsbury, London WC1



Sponsored by

Department for
**Innovation,
Universities &
Skills**

In Association with

 **Equality and
Human Rights
Commission**

**QED**
TURNING CHALLENGES INTO OPPORTUNITIES

Why Diversity Matters

The reputation of any profession depends on attracting high quality individuals to the profession and to positions of higher rank within it. As the demographics of our society and workforce change, professions need to broaden their appeal in order to reflect that diversity and ensure continuity of size and influence. Legislation on discrimination in employment and the provision of goods and services now well-established on race, sex and disability, has been extended to cover religion and belief, sexual orientation and age.

This means that professional associations need to ensure that they are accessible to members and job applicants from all reaches of society. But it also reflects the Government's desire to encourage inclusivity, as evidenced by the Department for Innovation, Universities and Skills ("DIUS") Gateways to the Professions Initiative, and the support for a diversity network from the Equality and Human Rights Commission ("EHRC").

Further, professional associations have a key role in influencing the degree to which the progressive diversification of professions occurs. This potential to act for the public benefit is central to the values held by many professionals. But it needs a community of professional associations skilled in the processes necessary to exploit our diversity.

Poster sessions

Up to five organisations will promote what they have done regarding diversity in special "poster sessions". A representative from each organisation will be available at breaks to talk to delegates. If you are interested in promoting what your organisation has achieved, please send an expression of interest to nicky@parn.org.uk by 31 January 2008

Why attend?

Be inspired!

Gain valuable insights into the most successful diversity strategies undertaken by different professional bodies

Discuss the challenges to implementing these policies with others in similar positions

Hear about individual experiences

Benefit from unique networking and learning opportunities

What delegates have said about previous PARN conferences:

"Informative, interesting & incredibly helpful"

"Our association is very strong in this area but can still be developed"

"Showed me the value of coming to PARN events and networking"

"Sharing experiences highlights different relevancies of different approaches, ideas of what works, & what needs to be done"

Who should attend?

Those responsible for developing strategies and policies or for implementing programmes to promote and support diversity and inclusion in their organisations – including: Chief Executives, Senior managers, Members of governing bodies and committees.

The fee for this event is just £50, representing excellent value for money.

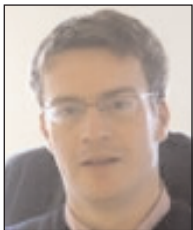
PARN provides thought and knowledge leadership for professional bodies through a research enriched network.
To find out more about PARN please visit our website at www.parn.org.uk

Programme

9.15	Registration & Coffee
9.45	Chair's Introduction by Keith Bartley, Chief Executive, General Teaching Council for England
10.00	LEADING FROM THE FRONT. Patrick Diamond, Group Director, Strategy, at the Equality and Human Rights Commission , will discuss the Commission's commitment to partnership working to deliver its ambitious agenda, and to working with the professions on both the strategic and practical levels to: <ul style="list-style-type: none">• help them prosper by promoting equality and diversifying their membership• use their strategic reach to influence the business processes that can promote equality and diversity• create processes which can be shared and developed between associations.
10.35	KEYNOTE: The Government's Vision for the Professions. Bill Rammell, Minister of State for Lifelong Learning, Further and Higher Education , will discuss the importance of equality and diversity in the Gateways to the Professions programme, and show that it is not to be under-estimated if we are to widen access to the professions and have a measurable impact in an area where traditional practices do not promote equality and diversity.
11.10	Break & Refreshments
11.30	RESEARCH REPORT: Embedding Diversity – Which Way Forward? Andy Friedman, Director, & Jane Mason, Research Project Leader, from PARN , will report on the findings from the research into the approaches professional bodies are taking to identifying inequalities, building awareness and appreciation of diversity and embedding this into the policies, processes and culture of their organisation and their profession. They will highlight the range of triggers, challenges, and steps along the way.
12.15	CASE STUDY: Making it Real - Embedding Equality Through Evidence, Involvement, and Working with Staff. Neil Stevenson, Head of Strategic Change at The Law Society of Scotland , will present its approach to developing equality and diversity as a specific and important area of its work. Neil will explain the steps the Society took to make it real, including training and development of all staff, gathering evidence, challenging members' attitudes and practices, and assessing its own service provision. He will share their key challenges, successes, lessons, and plans and seek your feedback to generate ideas for the future.
12.45	Lunch
1.30	RESEARCH REPORT: Striving for Success – Ethnic Minorities' Experiences of Entering the Professions. Adeeba Malik, Deputy Chief Executive, & Tim Whitfield, Research Associate, at QED-UK , will provide a 'bottom up' perspective with insights into the experience of people from minority ethnic backgrounds covering the phases from career choice, transition from school to university, post-graduate study, work experience, entry to and progression through the chosen profession. They will show how procedures and practices adopted by the professions can create barriers to the progression of candidates for the professions and suggest ways that the professions can ensure that systems of recruitment and training are meritocratic.
2.15	CASE STUDY: Physics for All. Katharine Hollinshead, Diversity Programme Leader at the Institute of Physics , will provide an overview of the Institute's successful diversity programme. Established in 2004 it aims to foster an inclusive, sustainable, diverse physics community which is reflected in the Institute's membership and governing bodies. The programme monitors diversity in various stages of the physics education and employment pipeline as well as the Institute's activities. It also commissions research on diversity in physics and takes action to widen participation. Katharine will outline some key projects to support women, ethnic groups and people with disabilities in physics.
2.45	CASE STUDY: Raising Champions. Wendy Irwin, Diversity and Equality Coordinator at the Royal College of Nursing , will examine the experience of the RCN in developing its diversity strategies and its innovative 'diversity champions' programme. The programme aims to recruit 1000 champions from amongst the membership of the RCN who will act as role model excellence in valuing diversity in their nursing roles.
3.15	Break & Refreshments
3.30	Question and Answer Session with an Expert Panel comprising: <ul style="list-style-type: none">• Katharine Hollinshead, Diversity Programme Leader, Institute of Physics• David Shields, Director, Workplace Programmes, Stonewall• Wendy Irwin, Diversity & Equality Coordinator, Royal College of Nursing• Mehrunnisa Lalani, Head of Policy (Inclusion), Solicitors Regulation Authority• Freda Line, Equality & Diversity Adviser, Chartered Institute of Personnel & Development• Neil Stevenson, Head of Strategic Change, The Law Society of Scotland
4.20	Chair's Closing Remarks
4.30	Close of Conference

Speaker and panelist profiles

Keith Bartley joined The General Teaching Council for England (GTC) as Chief Executive in March 2007. After a successful teaching career spanning 24 years he left the classroom and held various local authority education positions, before joining Ofsted, and later returning to lead local authority educational initiatives. In his position as Chief Executive of the GTC, Keith oversees the Council's engagement with over 550,000 teachers. He is passionately committed to developing a central position for the GTC within the education community, to develop a vision of teacher professionalism that will inspire teachers and command public confidence.



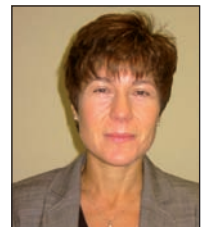
Patrick Diamond, Group Director, Strategy, at the Equality and Human Rights Commission, is a Senior Visiting Fellow at the LSE and the Director of the international think-tank, Policy Network. He is also a Fellow of the RSA, a Visiting Fellow at the University of Northumbria, and on the Board of several charitable organisations. He has written and published widely, including most recently *Global Europe*, *Social Europe* and *The New Egalitarianism* (Polity Press). He was formerly a Special Adviser in the Prime Minister's Policy Unit (2001-05) and the Northern Ireland Office.

Bill Rammell MP is the Minister of State for Lifelong Learning, Further and Higher Education. He chairs the Collaborative Forum, established by the Government to manage the implementation of the recommendations in the Langlands report of 2005. This report examined the potential impact of variable fees in terms of gateways into the professions. This gave rise to the Government's Gateways to the Professions initiative which supports measures to improve access to the professions. Over the past three years this has provided funding to support a range of projects focusing on barriers to entry to specific professions and cross-cutting issues such as equality and diversity.



Andy Friedman is Managing Director of PARN, a research network and membership organisation which brings together around 150 professional bodies in the UK, Ireland, Australia and Canada. He is also Professor of Management and Economics at the University of Bristol. Andy has researched and published widely on issues concerning current and future strategic development of the professions and professional bodies. He has written over 20 books.

Jane Mason is the Project Manager for PARN's research into how professional bodies can embed support for diversity in their organisations. Through this research, Jane has gained insights from both theory and practice into the challenges that professional bodies face in embedding support for diversity into their processes and culture.



Neil Alan Stevenson is Head of Strategic Change at The Law Society of Scotland. He is responsible for the development of strategic planning across the functions of the Society, and major organisational change projects, such as recent work to redesign the route to qualification as a solicitor in Scotland. Part of this is responsibility for the Society's compliance with equality legislation and public sector duties, which have been significant and highly positive drivers for change within the organisation. Neil also sits on the Equality committees of the Scottish Legal Aid Board and the Judicial Appointments Board.

Adeeba Malik is Deputy Chief Executive at QED-UK. Adeeba taught religious education in a Bradford school before joining QED in 1992 where she manages a number of social, educational and economical projects. Adeeba has extensive experience of working with major public and private companies on equality and diversity projects. She chairs the DTI's national Ethnic Minority Business Forum and is a member of the Women and Work Commission and Home Office's Advisory Board on Naturalisation & Integration. She holds several other public appointments and in June 2004 was awarded an MBE for her services to ethnic minorities and businesses.



Tim Whitfield is a Research Associate at QED-UK. Prior to 2006 Tim spent thirteen years working in the voluntary sector for Bradford Racial Equality Council, followed by sixteen years working in the statutory sector for Bradford Council. Since 2006, he has worked as a freelance consultant, and has contributed to qualitative research projects with QED-UK. His expertise lies in strategic thinking, equalities policy and practice, change management, community regeneration and social exclusion and people skills.

Katharine Hollinshead joined the Institute of Physics as Diversity Programme Leader in 2006. The Programme looks at all aspects of diversity in physics, especially gender, ethnicity, disability and socioeconomic issues. With a PhD in applied electrochemistry, her early career focused on research in science and construction. In 1998 she moved to Construction Best Practice, a programme funded by the DTI promoting and supporting the implementation of management and process best practice in the construction industry, and developed a particular interest in people issues and women in construction.



Wendy Irwin, Diversity and Equality Coordinator, Royal College of Nursing, has worked in the field of diversity and equality for a decade in a wide range of roles ranging from Chief Executive of a Race Equality Council to establishing hard-hitting diversity programmes for local authorities across the North West. She joined the Royal College of Nursing in September 2004 and cites 'building both competence and confidence around diversity and equalities issues' as her mission.

Mehrunnisa Lalani, is Head of Policy (Inclusion) at the Solicitors Regulation Authority. She has been with the SRA for two years, starting as their Head of Equality and Diversity. Her current role has a wider remit which includes Consumer Engagement. She has an extensive background in the diversity field and has held posts in local government and more recently in the prison services as their Diversity Training Advisor.



Freda Line is the Equality and Diversity Adviser at the Chartered Institute of Personnel & Development. She joined the Research and Policy team in 2007 and provides advice to members and employers on diversity issues as well as supporting the development of the CIPD's new focus on public policy. Previously, Freda was Head of Employer Relations and Member Services at the Employers Forum on Age. Freda has written and contributed to a long list of expert diversity focused products, particularly in relation to age. She has considerable training expertise, both designing and delivering best practice workshops and Master classes.

David Shields, Director, Workplace Programmes, Stonewall. David joined Stonewall in 2007. He has a background in management consulting and has previously held posts as Director of HR and Associate Director for Leadership and Workplace. He is a member of the Chartered Institute of Personnel & Development. He has particular expertise in the contribution of diversity practice to personal, team and organisational success.



