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# Equality, Diversity and Inclusion Seminar 2025

Championing diversity and inclusion in our communities



**Tuesday 13 May 2025**

**Microsoft Teams**

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# Programme

**10.00:** Welcome from the chair - Cllr Jacqui Burnett, Elected Member, Luton Borough Council

## **10.05: Session One**

**How to Manage/Navigate the challenges and add value to your business priorities through EDI in the workplace**

- How to manage anti-EDI perspectives, myths, misconceptions and differentiate with genuine concerns/challenges and opportunities.
- What is the evidence that having a diverse workforce helps to deliver business benefits (short and long-term) and is diversity enough?
- How can we strengthen and improve wider EDI leadership, ownership, governance and accountability?

**Speaker: Lutfur Ali, Senior Policy & Practice Adviser, EDI, CIPD.**

## **"Getting Senior Leadership Buy-In for EDI: From Vision to Action"**

Inclusion work without senior-level support often stalls - or fails altogether. This practical session will explore how to secure and sustain senior leadership commitment to equity, diversity and inclusion (EDI) in ways that are aligned with your organisation's strategic priorities. Whether you're building from the ground up or trying to unlock budget and influence, this talk will equip you with tactics that cut through resistance and build shared ownership.

### **Key Takeaways:**

- **Understand what drives senior leaders** — and how to frame EDI in business-relevant terms they can't ignore.
- **Navigate internal power dynamics** to move from passive agreement to

active sponsorship.

- **Build the case for investment** by linking EDI priorities to organisational risks, opportunities, and transformation goals.

**Speaker: Ashanti Bentil-Dhue, CEO, Competence Centre for Workplace Equity (CCWE)**

### *Audience question and answer session*

## **Undertaking a feminist approach to town planning**

- Urban planning with a gender perspective.
- Greater gender equality through design and culture.
- Enhancing safety for marginalised genders.

**Speaker: Cllr Alys Mumford, Green Party Lead on Feminist Planning, City of Edinburgh Council**

## **11:30: Virtual coffee break**

## **11:45: Session Two**

**West Midlands Combined Authority: Making the West Midlands and exemplary region for disabled people**

- A shared vision that spans across Housing, Employment and Skills, Transport and Health, Social Care & Wellbeing.
- Using a disabled person-centred approach combined with data to develop co-produced positive change.
- Focused on improving services, changing systems and processes and influencing societal attitudes and behaviours.

**Speaker: Mark Fosbrook, Disability Inclusion Manager, WMCA.**

### **East Riding of Yorkshire Council: Growing the council's Disabled Staff Network**

- Highlighting hidden disabilities, including neurodivergence and long-term health conditions.
- Creating an environment that supports disabled staff across the organisation.

#### *Audience question and answer session*

- Providing an online interactive space for staff to share their challenges, strengths, tips and helpful resources.

**Speaker: Emily Randall, Public Health Lead – Commissioning, East Riding of Yorkshire Council.**

#### *Audience question and answer session*

- Improving health equity and social determinants.
- Engaging local people and empowering them to have their say in the building blocks for health and prosperity.

**Speakers: Alison Edwards, Acting Service Manager, St Helens Integrated Recovery Service, and Andy Bourne Volunteer, Service User Engagement Lead, Change, Grow, Live (CGL)**

**14:15: Chair wrap-up**

**14:30: Seminar close**

**12:45: Virtual Lunch break**

**13:15: Session Three**

### **Swansea Ageing Well Engagement Programme - Connecting People, Building Relationships, Changing Lives**

- Background to the programme – when it was set up
- What activities does the programme include, and how you have promoted and increased public engagement;
- Future plans for the programme

**Speaker: Rhys Ananicz, Ageing Well Partnership and Involvement Co-ordinator, Swansea Council.**

### **Promoting wellbeing of marginalised communities through engagement and empowerment**

- Using system change to combat stigma and inequalities.

# Seminar Objectives & Booking Information

## About the Seminar

Local authorities continue to play leading roles in addressing issues around inequality, always exploring and reviewing what actions they can play in tackling issues around inequality, improving diversity, combating racial disparities as well as exploring strategic perspectives which can lead to improved opportunities for underrepresented communities.

This seminar brings together a range of expert speakers that will be exploring steps local authorities have taken and are continuing to carry out in developing and supporting a diverse workforce at all levels, co-ordinating better dialogue, promoting equality, diversity and inclusion as well as engaging and responding to the needs of diverse communities as well as meeting and addressing challenges.

The seminar presents an excellent opportunity for delegates to share best practice and gain an overview of how colleagues are meeting these needs.

This seminar is a **MUST ATTEND EVENT** for those officers and members who want to look at ways of developing and improving solutions to address social inclusion, Communities, Equalities and Partnerships within the local authority context.

## Who should attend?

- Leaders
- Chief executives
- Elected members
- Service directors
- Scrutiny Members
- Executive Members and Cabinet officeholders
- Policy officers
- Trade union representatives
- Voluntary organisations
- All those with an interest in developing or improving solutions to address social inclusion, Communities, Equalities and Partnerships

### Delegate packages Exclusive of VAT

#### What's included?

*The delegate fee covers attendance and delegates' documentation.*

APSE member delegate fee: **£99 + VAT per person**

Non-member delegate's fee: **£149 + VAT per person**

Commercial delegates: **£249 + VAT per person**

**CANCELLATION & REFUND POLICY:** Reservation is a contract. Substitution of delegates is acceptable any time in writing by email to [adminsouthern@apse.org.uk](mailto:adminsouthern@apse.org.uk). Cancellations must be made in writing at least 10 working days before the event, and will incur a 20% administration fee. No refunds can be given for cancellations received less than 10 working days before the event or for nonattendance. In the unlikely event of cancellation by the organisers, liability will be restricted to the refund of fees paid. The organisers reserve the right to make changes to the programme, speakers or mode of delivery should this become necessary. If due to emergency action by UK Governments/ Administrations or Public Agencies this event is postponed, for example for reasons of public health and safety, the organisers will transfer your booking to the replacement event or provide a credit voucher against a future event booking

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