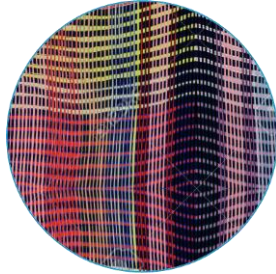


2019 Diversity & Inclusion in Asia Network Meeting 1:

Inclusion and Diversity in Asia

Join HR, D&I, and business leaders from over 50 leading companies across diverse industries united in their common desire to propel their companies forward in creating diverse and inclusive workplaces that benefit the business. This interactive meeting is exclusive to members and brings you high-calibre thought leadership, latest best practice, and practical tools to help you drive positive change in your organisation. [Register Now!](#) **Please login or contact your DIAN representative to register.**

PROVISIONAL AGENDA (as of 1 April 2019)

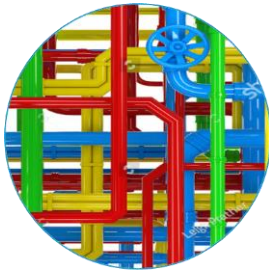


Day 1: Wednesday, 10 April 2019, 9am - 5.00pm
Venue: Orchard Hotel Singapore, 442 Orchard Rd, Singapore 238879
Theme: **A Deeper Look at Inclusion in Asia**

The majority of companies now prioritise the creation of an inclusive culture – but this can prove to be an elusive and challenging goal. We examine some of the obstacles in Asia and consider what ‘true inclusion’ looks like - particularly in the face of backlash or opposition. We also share practical approaches to measuring a culture of inclusion.

Time	Agenda Item
9.00am	Registration and Networking
9.15am	Welcome and Introductions
9.45am (75 mins)	<p>SESSION 1: The Shift to Inclusion</p> <p>Companies have been shifting their approach to D&I to find a language that resonates and a strategy that works. In the past years, we have seen more emphasis on leading with inclusion as well as an exploration of the concepts of collaboration, belonging, empathy, and respect. In this session, we discuss this general shift in strategy and how it fits with our own existing initiatives around diversity and inclusion. How are companies framing their inclusion efforts and building a truly inclusive workplace culture?</p> <p><i>Format: Interactive Session + Discussion</i></p>
11.00am	Refreshment Break
11.15am (75 mins)	<p>SESSION 2: What Can Get in the Way of Inclusion?</p> <p>Building on the prior session, this session explores key barriers to fostering an inclusive culture in specific markets in Asia and what immediate and long-term strategies companies need to overcome these barriers. Beyond determining the appropriate approach and crafting the right policies, this session will focus on navigating the differences within diverse teams, particularly around everyday interactions, through a variety of interventions that have made a difference.</p> <p><i>Format: “Barriers & Breakthroughs” Practical Sharing</i></p>
12.30pm	Lunch
1.30pm (90 mins)	<p>SESSION 3: Navigating the Perils and Pitfalls of Inclusion</p> <p>Recent years have seen companies and leaders taking a bold and public stance for inclusion in their workplaces and in the wider community. However, we also know that these efforts can go up against quiet resistance or even resentment and outright anger. We explore how we can guard against backlash but also, how to deal with conflict and difficult conversations in a positive and constructive manner.</p> <p><i>Format: Case Studies + Scenarios</i></p>
3.00pm	Refreshment Break
3.15pm (75 mins)	<p>SESSION 4: Creating the Inclusive Organisation</p> <p>With all the challenges around training people to recognise and mitigate unconscious bias within individuals, “behavioral design” takes a different tack by ‘de-biasing’ organisations, focusing on changing processes, which as a consequence can influence behaviours and mindsets, and improve diverse representation. This learning session examines the change management process of building inclusion into the design of the organisation and whilst highlighting how the organisation and the individuals’ values reinforce each other together to create “adaptive outcomes”.</p> <p><i>Format: Learning Session with Dr. Zoe Kinias, INSEAD</i></p>
4.30pm (30 mins)	Wrap-Up & Announcements
5.00pm	End of Day 1

PROVISIONAL AGENDA (as of 1 April 2019)



Day 2: Thursday 11 April 2019, 9am - 4.30pm
Venue: Orchard Hotel Singapore, 442 Orchard Rd, Singapore 238879
Theme: Investing in a Diverse Talent Pipeline

Sometimes the ability to promote diversity internally is challenged by the ability to source diverse talent externally. With an over-reliance on traditional methods, we explore the role that companies have to play in disrupting the norm and investing in a wider eco-system of diverse talent to draw upon.

Time	Agenda Item
9.00am	Registration and Networking
9.15am	Welcome, Recap of Day 1 and Warm Up
10.00am (75 mins)	<p>SESSION 5: Social Inclusion In this opening session, we highlight the role that companies can play in promoting social inclusion by building the eco-system of diverse talent to draw upon. We will explore the various cultural and infrastructural factors that limit the supply of diverse talent, for instance, the challenges around identifying talent with disabilities or women in STEM related fields. We will also hear real-life examples of specific programmes and initiatives to build a more diverse talent pipeline externally.</p> <p><i>Format: Examples from across Asia + Group Discussions</i></p>
11.15am	Refreshment Break
11.30am (60 mins)	<p>SESSION 6: Redesigning the Pipeline This session explores how to build a diverse and sustainable pipeline mean to your organisation and how bias in HR systems can be identified and mitigated. The second half of the session examines a tech-enabled, more subjective approach to collaboration and recruitment.</p> <p><i>Format: Interactive Session + Expert Speaker Mathieu Toulemonde, CEO, Agorize</i></p>
12.30pm	Lunch
1.30pm (60 mins)	<p>SESSION 7: Beyond Identity Diversity Bringing together the discussions over the two days, we move into the concept of cognitive diversity, or the inclusion of people who have “different ways of thinking, working and communicating their diverse viewpoints,” exploring how we can enable individuals in our organisation to take practical steps towards building inclusive behaviours, and ultimately, an inclusive business culture.</p> <p><i>Format: Synthesis and Practical Steps Forward</i></p>
2.30pm (45 mins)	<p>DIAN Updates & Looking Ahead DIAN and Community Business constantly seek to innovate and provide we provide valuable network updates and highlight opportunities for collaboration – from an update of the DIAN China Link and DIAN Philippines Link to a live demo of our new Asia Employee Wellbeing Virtual Platform.</p>
3.15pm	Refreshment Break
3.30pm (60 mins)	<p>SESSION 8: Special Roundtables An opportunity to get together with other members to explore current issues of common interest. Propose your own topic or take part in a discussion on one of the following:</p> <ul style="list-style-type: none"> * Building Cultural Fluency in Asia * Wellbeing & Mental Health in Asia <p><i>Format: Table Group Discussions</i></p>
4.30pm	End of DIAN Meeting 1

Hosted by:

