



HUMANE Annual Conference

Webinar

8-9 October, 2020

Diversity and Inclusion: fostering institutional happiness and preventing harassment

<i>Time CEST</i>	<i>Session</i>	<i>Lead speaker</i>
Day one, Thursday 8 October 2020		
13.20	Webinar waiting room opens	
13.30	Welcome and introduction to the themes of the programme	Marianna Bom
Theme: overcoming barriers to greater levels of equity, diversity and inclusion in universities		
13.40	Sticky floors and glass ceilings: what is stopping true diversity in academia?	Professor Evelyn Welch
14.00	Really?!? Are we still talking about the benefits of diversity?	Nannette Ripmeester
14.20	Facilitated panel session taking questions from the audience	Ian Creagh, Evelyn Welch and Nannette Ripmeester
14.35	Coffee break	
Theme: learning by doing. Institutional case studies of EDI strategy implementation		
14.50	Creating an equitable institution through culture change: paddling the boat together	Dr Jummy Olajumoke Okoya
15.10	Equality, Diversity and Inclusion at Aalto University: our journey to create a more inclusive University community	Anna Hynynen
15.30	Facilitated panel session	Susi Poli, Olajumoke Okoya and Anna Hynynen
15.45	Coffee break	

Theme: equality, diversity and inclusion: a pathway to a more innovative university?		
16.00	Briefing on the operation of the virtual World Café: <i>Unlocking innovation through diversity and inclusion</i>	Marianna Bom
16.05	Virtual World Café: <ul style="list-style-type: none"> • <i>Key indicators of a culture of equality</i> • <i>An innovation mindset</i> • <i>What does an empowering workplace look like?</i> 	World café small group facilitators to convene
16.50	World café feedback	Marianna Bom and group facilitators
17.15	Virtual social event	Facilitated by Tiina Kosunen
18.00	Close of day one	
Day two, Friday 9 October 2020		
Theme: the leadership of equality, diversity and inclusion		
09.50	Webinar waiting room opens	
10.00	Creating gendered change in higher education: are you up to the task?	Professor Pat O'Connor
10.20	Nokia – Inclusion leads to learning and higher performance	Anneli Karlstedt
10.40	Facilitated panel session taking questions from the audience	Ian Creagh and speakers
11.00	Coffee break	
Theme: equality, diversity and inclusion, and organisational development		
11.15	Briefing on the operation of the participative session. <i>Applying an organisational development approach to equality, diversity and inclusion initiatives</i>	Esa Hämäläinen
11.20	<i>Participative session, key questions to explore:</i> <ul style="list-style-type: none"> • <i>Diverse inclusive leadership</i> • <i>Initiatives to increase fairness</i> • <i>Sponsorship</i> • <i>Access to senior leaders</i> 	Small group facilitators to convene
12.00	Feedback from group conveners	Esa Hämäläinen and group conveners
12.20	Short coffee break	
12.30	Closing panel session	Panellists, facilitated by Marianna Bom
13.00	Final announcements	
13.05	Virtual social event – lunch and networking	Facilitated by Tiina Kosunen
13.40	Close	