

09:15 **Welcome from Jacks Thomas, Director, The London Book Fair, and Emma House, Deputy Chief Executive, Publishers Association**

09:25 **Introduction from the Chair Razia Iqbal, BBC News Broadcaster**

09:30 **Managing Disability in the Workplace**

Speakers from Dimensions UK and RNIB will present useful advice for employers on employing people with disabilities and Paige Tabone, representing the Whizz-Kidz charity, will speak about her experience as a person with disabilities and the challenges she faces.

Panel chaired by Kiren Shoman, Editorial Director, SAGE Publishing, with speakers:

Alicia Wood, Head of Public Affairs, Dimensions UK

Paige Tabone, Whizz-Kidz Ambassador

Loraine Brown, Service Manager, Special Services Employment, RNIB

10:15 **Coffee Break**

10:45 **Keynote Address from RT Hon Matt Hancock, Minister of State for Creative Industries, DCMS**

11:15 **Mirroring Inclusivity—How Role Models are Building an Inclusive Industry**

Simon Dowson-Collins, General Counsel and Company Secretary, HarperCollins in conversation with Nancy Adimora, Events Manager, HarperCollins.

Whilst the critical importance of role models in the workplace is a well-established theory, a recent report by Business in the Community found that only 1 in 16 people at senior levels in the private and public sector are from a BAME background. In this session, Nancy Adimora is joined by Simon Dowson-Collins to discuss how low representation at senior levels can impact an organisation's ability to attract, retain and develop talent. They will consider alternative ways to support role modelling, and will conclude by exploring whether a proactive push for more BAME role models is the key to building inclusivity.

11:45 **Looks Like Me — Selma Nicholls**

Looks Like Me, talent and casting agency which raises the profile of underrepresented groups, provides exceptional talent, models and extraordinary diverse campaigns represented in fashion and advertising content. Selma Nicholls will present a case study on the agency she founded in order to create the change she wanted her daughter and other children to see.

12:15 **Getting Writers from Minorities Published—Supply Chain Challenges**

Getting your work published is often seen as a challenging feat, perhaps even more so for writers from diverse backgrounds. This panel will discuss obstacles to getting published, and explore ways in which each element of the supply chain can proactively do more to unblock challenges and obstacles in the way of getting writers from underrepresented communities published.

Panel chaired by Chris Cribble, Chief Executive, Writers Centre Norwich with speakers:

Sharmaine Lovegrove, Publisher at Dialogue Books, a new stand-alone imprint of Little, Brown Book Group

Emma Paterson, Literary agent, Rogers, Coleridge & White

Monica Parle, Executive Director, First Story

13:00 **Networking Light Lunch: Time to Network**

14:00

Audience development: British Asian community

Keynote Speaker Abir Mukherjee, award-winning crime novelist, speaks about the importance of marketing to underrepresented audiences with practical advice on how to reach those readers, especially within British Asian communities.

14:30

Broadening Inclusivity in Entry-Level Recruitment in Publishing

Over the last five years, the publishing industry has taken great strides to broaden entry level recruitment to talent pools who may not previously have necessarily considered publishing as a career. Thanks to the work of Creative Access, as well as a number of other entry level training schemes, we have seen an increase in BAME employment. However, there is always more work to be done. This discussion will look at what more publishing can do to attract applications from underrepresented groups.

Panel chaired by Nancy Roberts, Founder, Business Inclusivity with speakers:
Linas Alsenas, Co-founder, Pride in Publishing
Heidi Mulvey, Head of Community Engagement, Cambridge University Press
Siena Parker, Head of Creative Responsibility, Penguin Random House

15:15

Coffee Break

15:45

Diverse City — Jamie Beddard

Diverse City is an award winning organisation committed to diversity and equality in the arts. This case study will present the work of Diverse City and their mission to make extraordinary shows that represent the world as it actually is.

16:00

June Sarpong in conversation with Razia Iqbal

"Broadcaster and writer June Sarpong MBE in conversation with BBC News Broadcaster Razia Iqbal"
June Sarpong's latest book *Diversify: Six Degrees of Integration*, published by HQ. HarperCollins, tackles some of the key themes around Inclusivity. In *Diversify*, June Sarpong puts the spotlight on six marginalised groups – including disenfranchised males, women, those living with disabilities and the LGBT community - with a primary focus on the UK and US, and reveals how a lack of inclusivity limits our economy, our society, and us as individuals. Razia will explore these key themes and the research June has done around the need to diversify, the need to do it now and the economic cost to not doing so.

16:30

Equal Approach: Return on Inclusion - Janice Hanson

Equal Approach's Embedding Inclusion Director Janice Henson will present a case study on Equal Approach's new Return on Inclusion Tool. Equal Approach's Return on Inclusion (ROI) tool supports organisations to identify and measure the return on investment for past, present and future I&D initiatives, providing evidence of the bottom line impact of embedding inclusion. Janice will outline how UK energy company SSE worked with Equal Approach to identify their return on inclusion, and develop an inclusion & diversity strategy to maximise their return on investment in this area over the next three years

16:45

Pledges and Wrap-up

17:00

Finish & Networking