

COLORFUL WORKPLACES CONFERENCE

8 February 2018 |
Nairobi, Kenya

Diversity & Inclusion in the 21st Century



Conference Program

TIME	PROGRAM	TOPIC
08:00 - 09:00	Registration	
09:00 - 10:15	Opening Plenary Session Speakers	Kevin Mwachiro , Conference Moderator Paul Kasimu , Safaricom Marijn Pijnenburg , IBM Mendi Njonjo , Hivos Monica Mbaru , Judge Antonio Zappula , Thomson Reuters
10:15 - 10:45	Break	
11:00 - 11:30	Presentation of UN Standards of LGBTI Business	Fabrice Houdart , UN Office of the High Commission for Human Rights and Miguel Castro , SAP
11:30 - 12:30	Panel Discussion	"LGBTI Inclusion in the Kenyan Workplace" David Pollard , Workplace Pride, Panel Moderator Njeri Gateru , National LGBT Commission Lawrence Mute , Human Rights Lawyer Joshua Kwendo , SAP
12:30-13:45	Lunch break	
14:00 - 15:00	Breakout Sessions: Nr. 1 Nr. 2	Participants will have a choice of 2 out of 4 workshops: Why is Diversity and Inclusion Important in the Workplace? What are the challenges around Implementing D&I?
15:00 - 15:30	Break	
15:30 - 16:30	Nr. 3 Nr. 4	How do we Engage within the Kenyan Social & Cultural Context? What does Practical Engagement Actually Look Like?
16:30 - 17:15	Closing Sessions	UNAIDS Representative H.E. Frans Makken , Dutch Ambassador to Kenya
17:15 - 19:00	Networking Reception	



Breakout Nr. 1

“Why is Diversity and Inclusion Important in the Workplace?”

Companies always require a business case before making an investment. The business case of good D&I policies can be attractive, but what are the ingredients for such a business case? How can management be convinced that this is in the interest of the company? In this session we will develop the short story that convinces the boss, management and HR to start embracing D&I inclusion and make that investment.

Nr.2

“What are the challenges around implementing D&I?”

There are structural, legal, organisational and socio-cultural barriers in implementing diversity and inclusion efforts. The session will explore these barriers from policy to practice. Is policy important? How about attitudes and social norms? Organisational culture? This session will explore the most important challenges to implementing D&I and how to gain support from allies, management, government agencies and civil society in creating welcoming workplaces for everyone.

Nr.3

“How do we engage within the Kenyan Social & Cultural Context?”

Religion, societal culture, media and the family play a crucial role in all aspects of Kenyan society. But how do we engage with religious leaders, media, family members and colleagues on the topic of LGBT inclusion and what are the ramifications for the workplace? This interactive breakout session explores the delicate issue of how being out at work goes hand in hand with being at work. How can religious leaders, media, families and colleagues help or hinder more openness for LGBT people and what role could employers play in this discussion.

Nr.4

“What does practical engagement actually look like?”

Awareness, Allies and support from the top levels of organizations is key to long-term cultural change. Perhaps nowhere is this more important than with LGBT inclusion. This session highlights the experiences of organizations both from Kenya and abroad and examines how to engage with leaders and colleagues to progress LGBT inclusion.

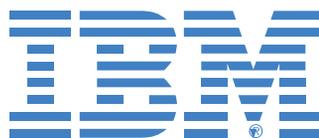




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