



INSTITUTE OF PEOPLE MANAGEMENT (IPM)

Welcome to IPM

A Professional Body For People Management

UNLOCK THE POWER OF DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB) – 13th and 14th May 2024

DAY ONE - 13th May

| Time | Speaker | Topic | Learning Outcome |
|--------------------|---|--|--|
| All day | Sean Madliwa Sean Madliwa LinkedIn | Program Director | As the Program Director, Sean Madliwa brings a wealth of expertise to ensure an immersive and engaging experience for attendees throughout the day. With a keen understanding of the dynamic landscape of diversity, equity, and inclusion in the workplace, Sean is set to orchestrate a series of thought-provoking sessions, expert panels, and interactive discussions. His role extends beyond mere moderation; Sean is poised to infuse energy into the event, fostering an environment where participants actively contribute and collaborate. |
| 8:00 – 8:45 | All Attendees | Arrival and Registration | Morning snacks will be served |
| 8:45 – 8:55 | Sabelo Myeni Sabelo Myeni LinkedIn | Opening and Welcome | As the IPM - CEO, Sabelo will assume the pivotal role of welcoming participants and setting the tone for the transformative DEIB event. With a profound commitment to advancing diversity, equity, and inclusion in the workplace, he brings visionary leadership to the stage. His opening remarks promise to inspire and align attendees with the overarching goals of the event, emphasizing the importance of cultivating inclusive environments. |
| 9:00 – 9:25 | Marie Sebueng Marie Sebueng LinkedIn | DEIB: Industry Trends | Our keynote speaker, a trailblazer in the DEIB space, will provide valuable insights, drawing on real-world examples and success stories. Be at the forefront of change, gain a deeper understanding of current industry dynamics, and harness the power of DEIB to drive organizational success. Don't miss this opportunity to be inspired, informed, and equipped with the knowledge to navigate the evolving landscape of DEIB in the modern workplace. Unlock the power of diversity, equity, inclusion, and belonging – it starts here. |
| 9:30 – 9:55 | Kalnisha Singh Kalnisha Singh LinkedIn | ESG Reporting: Transparency in Corporate Sustainability | Kalnisha's presentation is designed to empower participants with the knowledge to navigate the evolving landscape of corporate responsibility, emphasizing the pivotal role of transparency in driving positive social and environmental impact. The learning outcomes extend beyond theoretical frameworks, equipping attendees with practical insights to integrate ESG considerations into their organizations, fostering a commitment to sustainable and socially responsible business practices. |
| 10:00 – 10:40 | Busisiwe Hlatshwayo Busisiwe Hlatshwayo MBA (Henley Business School) LinkedIn Frank de Beer (1) Frank de Beer LinkedIn Brigitte Da Gama (1) Brigitte Da Gama LinkedIn Andisa Liba (1) Andisa Liba LinkedIn | Intersectionality in DEIB: Addressing the Interconnected Layers of Identity (panel discussion) | In the enlightening panel discussion on "Intersectionality in DEIB: Addressing the Interconnected Layers of Identity" at the IPM DEIB event, Busisiwe Hlatshwayo, Frank de Beer, Brigitte Da Gama, and Andisa Liba collectively bring a wealth of perspectives and expertise to the forefront. This dynamic quartet promises to delve into the intricate layers of identity and how they intersect to shape individual experiences within the broader context of diversity, equity, inclusion, and belonging. With Busisiwe's keen insights, Frank's strategic vision, Brigitte's HR leadership, and Andisa's diverse perspectives, the panel is set to explore the nuances of intersectionality, emphasizing the importance of recognizing and embracing the multifaceted dimensions of identity. |

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| 10:45 – 11:00 | Elreech Marney Elreech Marney LinkedIn | LGBTQIA+ Inclusion in the South African Workplace: Rights and Acceptance | Attendees will gain valuable insights and practical strategies to create workplaces that not only respect the rights of LGBTQIA+ individuals but actively celebrate their contributions. Elreech's expertise will ensure that this session will be a cornerstone in promoting awareness, understanding, and tangible actions toward promoting workplaces that embrace diversity in all its forms. |
| 11:00 – 11:30 | All Attendees | Tea Break and Networking | Refreshments will be served |
| 11:30 – 11:45 | Sinqobile Khuluse (virtual) Sinqobile Khuluse LinkedIn | Empowering Women in Leadership | Drawing from her own experiences, Sinqobile will shed light on the unique strengths that women bring to leadership positions and how fostering diversity and inclusion can unleash untapped potential within organizations. Attendees can anticipate gaining actionable insights and inspiration, as Sinqobile navigates through the complexities of gender equality and offers practical strategies for empowering women to thrive in leadership roles. Her presence as an inspirational woman of colour in the Human Capital field adds a crucial dimension to the conversation, making this session a pivotal moment in advancing the dialogue on gender diversity and inclusion in South Africa's professional landscape. |
| 11:45 – 12:05 | Njabulo Mashigo Njabulo Mashigo LinkedIn | Allyship in the Workplace and Beyond: Community Engagement and Social Impact | Drawing on her wealth of experience, Njabulo will provide a profound exploration of the power of allyship in fostering diversity, equity, and inclusion. Her session will extend beyond the confines of the workplace, delving into the impact of allyship on community engagement and broader social initiatives. Attendees can anticipate gaining practical insights and actionable strategies as Njabulo navigates the intersectionality of allyship, emphasizing the transformative role it plays in creating positive social impact. Njabulo's leadership in a prominent organization like Vodacom adds credibility to the discourse, making this session a pivotal moment for attendees to understand and leverage allyship for meaningful change both within and beyond the workplace. |
| 12:10 – 12:30 | Dr Jerry Gule Dr Jerry Gule, (Ed.D, F. Inst D) LinkedIn | Inclusion of People with Disabilities in the Workplace | As the immediate past CEO of IPM, Dr. Jerry Gule, a highly influential and respected figure in the Human Capital arena in South Africa, takes the stage to unpack the vital topic of "Inclusion of People with Disabilities in the Workplace" at the transformative DEIB event. Drawing on his extensive experience, Dr. Gule will offer a comprehensive exploration of the challenges and opportunities associated with fostering inclusivity for individuals with disabilities in the professional sphere. His session is expected to provide valuable insights, practical strategies, and a compelling call to action for organizations to create accessible and supportive environments. |

DAY ONE - 13th May

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| 12:30 – 13:15 | Jabu Zwane Jabu (Jabulani) Zwane LinkedIn Thandeka Ndlovu-Mngomezulu Thandeka Ndlovu - Mngomezulu LinkedIn Teresa Oakley-Smith Teresa Oakley-Smith LinkedIn Boniwe Dunster Boniwe Dunster LinkedIn | Navigating South Africa's History and Building a Unified Future (panel discussion) | In a thought-provoking panel discussion during the Breakaway session, distinguished individuals Jabu Zwane, Thandeka Ndlovu-Mngomezulu, Teresa Oakley-Smith, and Boniwe Dunster will collaboratively unpack the topic "Navigating South Africa's History and Building a Unified Future." Drawing on their diverse backgrounds and expertise, this dynamic quartet will explore the complexities of South Africa's history and engage in a constructive dialogue on forging a unified future. Attendees can anticipate a nuanced conversation that delves into the intersections of culture, identity, and historical context, offering profound insights into how individuals and organizations can contribute to reconciliation and unity. |
| 13:15 – 14:30 | All Attendees | Lunch Break and Networking | Lunch will be served, and attendees are encouraged to network and exchange ideas |
| 14:30 – 14:45 | Leanne Viviers Leanne Viviers LinkedIn | Harnessing Technology for Inclusive Workplaces: Trends and Innovations | With a keen understanding of the dynamic intersection between technology and diversity, equity, and inclusion, Leanne emphasizes the pivotal role that cutting-edge advancements play in fostering inclusive workplaces. Her address promises to be both knowledgeable and inspiring, as she navigates the evolving landscape of tech-driven solutions that empower organizations to create environments where diversity thrives, and every individual is given the opportunity to excel. |
| 14:50 – 15:30 | BEE Chamber BEE (Black Economic Empowerment) Services The BEE Chamber Nomthandazo Mavuso (1) Nomthandazo Mavuso LinkedIn Antoinette Roberts (1) Antoinette Roberts LinkedIn Candice Naidoo from Startek Candice Naidoo LinkedIn | Evaluating the Impact of Employment Equity Legislation on DEIB (panel discussion) | The panelists' authentic reflections and diverse experiences ensure that this session goes beyond theoretical considerations, offering practical insights into the challenges and opportunities organizations face in aligning with employment equity legislation to drive meaningful DEIB outcomes. This promises to be a valuable and thought-provoking discussion that encourages a deeper understanding of the intricate relationship between legislation and the pursuit of true workplace inclusivity. |
| 15:35 – 16:00 | Dominic Gaobepe (virtual) Dominic (Goitsione) Gaobepe LinkedIn | The role of Media in advancing workplace inclusion | Drawing upon his passion for diversity and his extensive experience in media, Dominic will skillfully unpack the transformative influence that various forms of media wield in shaping inclusive workplaces. From leveraging storytelling to challenge stereotypes to the power of representation in visual media, Dominic's address promises to be a thought-provoking exploration of how the media landscape can be harnessed to drive meaningful change in fostering diversity, equity, and inclusion within organizations. Attendees can anticipate a dynamic and enlightening session that will leave them inspired to embrace media as a powerful ally in the ongoing pursuit of inclusive workplaces. |

DAY TWO - 14th May

| Time | Speaker | Topic | Learning Outcome |
|--------------------|--|---|---|
| All day | Dumi Le Roux (1) Dumisile Le Roux LinkedIn | Programme Director | As the Day Two Program Director for this prestigious event, the mesmerizingly talented Dumi Le Roux takes the stage, bringing a unique South African perspective to the forefront. With her captivating presence, Dumi not only amplifies the voices of underrepresented communities but issues a compelling call to action for diverse leaders in our economy. Her vision extends beyond rhetoric, emphasizing the transformative power of embracing the spirit of diversity and inclusion. Dumi Le Roux, a trailblazer in her own right, orchestrates a day that promises to inspire, challenge, and unite leaders in a collective commitment to fostering a more inclusive and equitable future. |
| 8:00 – 8:45 | All Attendees | Arrival and Registration | Morning snacks will be served |
| 8:50 – 9:30 | Nene Molefi (1) Nene (Kegomoditswe) Molefi LinkedIn | Global Perspectives on DEIB: Embracing Cultural Differences in a Connected World | As an immensely experienced figure in the realm of Diversity, Equity, Inclusion, and Belonging (DEIB), Nene stands as a beacon of hope, particularly given South Africa's historical context. In her enlightening address on "Global Perspectives on DEIB: Embracing Cultural Differences in a Connected World," Nene will skillfully navigate the intricate intersections of diversity and inclusion, shedding light on both local nuances and global considerations. Drawing from her profound insights, she will unravel the complexities of fostering a connected world that embraces cultural differences. Nene's discourse promises to be a source of inspiration, offering a transformative perspective that transcends borders and invites the audience to reflect on the collective responsibility of creating a more inclusive and interconnected global community. |
| 9:35 – 10:15 | MTN sponsored panel discussion, moderated by Andisa Liba | Overcoming the Legal and Regulatory Challenges in Advancing DEIB (panel discussion) | This dynamic session promises to be a beacon of guidance for organizations navigating the complex landscape of diversity, equity, and inclusion. With their collective expertise, the MTN team will delve into strategies for overcoming legal and regulatory hurdles, offering practical insights and fostering a deeper understanding of the legal frameworks that underpin DEIB initiatives. Andisa Lisa's adept moderation ensures that the conversation remains engaging, insightful, and, above all, motivating, inspiring attendees to surmount challenges and forge ahead on the path towards a more inclusive and equitable future. |
| 10:20 – 10:45 | Roy Gluckman (virtual) (1) Roy Gluckman LinkedIn | With the 'War Against DEI' being waged in the Global North, what does it mean for SA organisations? | Brace yourselves for a thought-provoking journey as Roy, a brave and visionary soul in the world of DEIB, takes the virtual stage to unpack the compelling topic, "With the 'War Against DEI' being waged in the Global North, what does it mean for SA organizations?" In this virtual keynote address, Roy fearlessly navigates the intricate dynamics of the challenges facing diversity, equity, and inclusion on a global scale |

DAY TWO - 14th May

| Time | Speaker | Topic | Learning Outcome |
|---------------|---|---|---|
| 10:45 – 11:15 | All Attendees | Tea Break and Networking | Refreshments will be served |
| 11:20 – 11:50 | Malusi Msimang Malusi (Trevor) Msimang LinkedIn | ESD: Xlerator Program | In a masterful presentation, Malusi, the General Manager of BBBEE Transformation at MTN, will skillfully unpack the intricacies of the "ESD: Accelerator Program" within the complex world of enterprise supplier development. Drawing upon his expertise, Malusi will navigate the challenges and opportunities inherent in fostering economic growth through supplier diversity. By shedding light on the accelerator program, he provides valuable insights into how MTN is actively driving positive change in the business landscape. Malusi's presentation promises to be a beacon for those seeking to understand the pivotal role of enterprise supplier development in fostering inclusivity and economic empowerment. Attendees can anticipate a rich exploration of strategies, successes, and lessons learned in this critical arena, as Malusi charts the course for a more equitable and thriving business ecosystem. |
| 11:55 – 12:10 | Grant Saptoe (virtual) (1) Grant Saptoe LinkedIn | Workplace Bullying and Impact on work and productivity | As a voice against injustice within corporate settings, Grant fearlessly addresses the often overlooked yet pervasive issue of workplace bullying. His insights delve into the profound repercussions of such behaviour, not just on individual well-being but also on overall productivity. Grant's presentation promises to be a clarion call, compelling organizations to confront this challenge head-on, fostering environments of respect and inclusivity. Through his impassioned discourse, Grant aims to ignite a collective commitment to eradicating workplace bullying, recognizing its detrimental impact and championing a workplace culture that prioritizes the well-being and productivity of every individual. |
| 12:15 – 13:00 | Antonette Roberts Antonette Roberts LinkedIn Kyle Chetty Kyle Gareth Chetty LinkedIn Sean Madliwa (1) Sean Madliwa LinkedIn Bohlale Paile Bohlale Paile LinkedIn | Navigating Inclusive Talent Acquisition: Embracing DEIB Trends in the Modern Workplace (panel discussion) | Each panelist, bringing a unique perspective to the table, will delve into the challenges and opportunities of fostering diversity, equity, and inclusion in the recruitment process. Expect a wealth of practical insights, innovative strategies, and thought-provoking discussions as they illuminate the way forward for organizations seeking to enhance their talent acquisition practices in alignment with the evolving standards of the modern workplace. This panel promises to be a cornerstone for those aiming to create diverse and inclusive teams that drive success in today's dynamic professional landscape. |

DAY TWO - 14th May

| Time | Speaker | Topic | Learning Outcome |
|---------------|--|---|---|
| 13:00 – 14:00 | All Attendees | Lunch Break and Networking | Lunch will be served, and attendees are encouraged to network and exchange ideas |
| 14:05 – 14:30 | Shobana Maikoo Shobana Maikoo LinkedIn Transunion Global Capability Centre | What good looks like when it comes to diversity in Africa. | Shobana Maikoo, as the Head of TransUnion's GCC in Africa will draw on her experience of how the organization, now three years old started its Diversity, Equity, Inclusion, and Belonging (DEIB) journey from the moment it opened its doors. Her session will touch on how DEIB is different for each organization – it's not a one-size-fits-all solution. No perfect playbook exists which is why each company should forge its path. She will showcase how business operating models can draw strength from diversity and act on DEIB goals without being promoted by legislative requirements or external stakeholders, but rather by a strong belief that doing good is good for business. |
| 14:35 – 15:15 | Cindy Squair (1) Cindy Squair LinkedIn Marlinie Ramsamy (1) Marlinie Ramsamy LinkedIn Veli Ndaba Veli Ndaba - 'The NeuroEngineer' LinkedIn Xoe Mfokazi (1) Xoe G. Mfokazi LinkedIn Vannie Pillay (1) VANNIE PILLAY LinkedIn | The Impact of DEIB on Innovation and Creativity in organisations (panel discussion) | The discussion is set to highlight how fostering a culture of DEIB within organizations is not only a moral imperative but also a catalyst for unlocking creativity and driving innovation. Each panelist, with a unique vantage point, will contribute to a nuanced exploration of how embracing diversity enhances problem-solving, fuels creativity, and ultimately propels organizations toward greater success in an ever-evolving landscape. This panel discussion is poised to be a beacon for those seeking to harness the power of DEIB to fuel innovation within their organizations. |
| 15:15 – 15:45 | Goodnews Cadogan Goodnews Cadogan LinkedIn | State of the Nation Conversation (1994 – 2024), Rehumanizing the Economically Marginalized. | Join Mr. Goodnews Cadogan, a dynamic thought leader and advocate for positive change, in a captivating exploration of the State of the Nation Conversation from 1994 to 2004, Mr. Cadogan delves into the critical theme of "Rehumanizing the Economically Marginalized." Through insightful analysis and compelling narratives, he navigates the socio-economic landscape, offering fresh perspectives and innovative solutions to address the challenges faced by those on the margins of our society. |
| 15:50 – 16:15 | Teresa Oakley-Smith www.diversi-t.co.za | Collaborative Approaches to Advancing DEIB in the South African context | As Teresa gracefully concludes the transformative two-day IPM DEIB event, she places a resounding emphasis on "Collaborative Approaches to Advancing DEIB in the South African context" across all sectors of our economy. With wisdom and inspiration, Teresa encapsulates the collective spirit of the event, urging attendees to carry forward the insights gained into meaningful action. Her closing remarks serve as a call to arms, fostering a commitment to collaboration as the driving force behind progress in diversity, equity, and inclusion. Teresa leaves the audience with a vision of a South Africa where collaboration becomes the cornerstone for advancing DEIB, creating a future where every individual contributes to a more inclusive and equitable society. The closing by Teresa ensures that the event's impact extends far beyond its conclusion, becoming a catalyst for positive change in workplaces and communities throughout the nation. |

- Join us for the exciting hybrid event, where we will delve into the transformative world of DEIB.
- The IPM firmly believes that fostering diverse, equitable, and inclusive workplaces is not just a moral imperative but a strategic necessity. By attending this event, leaders, business owners and HR professionals will have the opportunity to engage with renowned speakers, thought-leaders, and experts in the field of diversity and inclusion.
- **Here are the key objectives of this event:**
 1. **Creating Awareness on the topic:** highlight the significance of DEIB in the workplace, and to foster an understanding of the importance of embracing diversity in all aspects.
 2. **Addressing Vexing Problems for DEIB Practitioners:** tackle real challenges that DEIB practitioners face in organizations, and provide practical insights and solutions to overcome hurdles in fostering inclusivity.
 3. **Assisting Practitioners in Designing Strategies and Implementation Plans:** empower DEIB practitioners with actionable for implementation, and guide attendees in developing effective plans to embed DEIB principles in their organizations.
 4. **Discussing Latest Research and Case studies on DEIB:** explore cutting-edge research in the field of DEIB, and analyze both opportunities and challenges on DEIB implementation for valuable lessons.
- Elevate your business and HR strategies with DEIB, and let's promote workspaces where everyone thrives.
- **Date: 13th and 14th of May 2024**
- **Venue: Gordon Institute of Business Science (GIBS)**
- **Time: 08:00 to 16:00** on both days
- In-person tickets (R6500 for members and R7000 for non-members)
- Virtual tickets (R3000 for members and R3500 for non-members)
- Together, let us pave the way for a future where everyone is welcome, celebrated and empowered to unleash their full potential. Register on the link below and secure your spot!
ipm.co.za/page/upcoming-events



UNLOCK THE POWER OF DEIB...purpose and main themes

- The purpose of the event is to celebrate the achievements and progress made in promoting diversity, equity, inclusion and belonging within organizations and society. It serves as an opportunity for delegates to reflect on the diversity initiatives, programs, and to foster a sense of unity, community, collaboration amongst participants.
- The plan is to host this as an annual event, that will serve as an occasion to recognize and appreciate individuals, groups, and organizations that have made significant contributions to transformation since the promulgation of relevant legislation post -1994. Where awards, certificates, or acknowledgments can be presented to highlight their efforts and inspire others to follow the lead.
- **The event topics will cover the following themes:**
- **Diversity:**
Recognizes and embraces the differences present in a group or organization, including but not limited to race, ethnicity, gender, sexual orientation, age, disability, status, socioeconomic background and religion.
- **Equity:**
Focuses on ensuring fairness and justice by providing everyone with the resources, support, and opportunities they need to thrive. It involves identifying and addressing systemic barriers that may disproportionately affect certain individuals or groups.
- **Inclusion:**
Involves creating an environment where everyone feels valued, respected, and empowered. It encompasses fostering a culture that actively seeks different perspectives, encourages collaboration, and acknowledges the contributions of all individuals.
- **Belonging:**
Cultivates a sense of acceptance, connection, and being able to bring one's authentic self to an environment without fear of judgement or exclusion. It involves creating an atmosphere that appreciates and celebrates individual uniqueness.



- **Cultural Competence:**

Relates to having the knowledge, understanding, and skills to effectively engage and interact with people from different cultural backgrounds. It entails valuing diversity, practicing empathy, and adapting to diverse norms and perspectives.

- **Bias Awareness:**

Involves recognizing and challenging any unconscious or implicit biases that may influence our judgements, decisions, and interactions with others. It requires cultivating self-awareness and promoting fair and unbiased treatment.

- **Accessibility and Inclusive Design:**

Encompasses designing and creating spaces, products, services, and systems that are accessible and usable by individuals with diverse abilities. It involves removing barriers and considering the needs of all users.

- **Allyship:**

Refers to actively supporting and advocating for individuals or groups who may face barriers or discrimination. It involves using one's privilege to amplify marginalized voices, challenging oppressive systems, and fostering equity and inclusion.

- **Intersectionality:**

Recognizes that people's social identities intersect and interact, leading to unique experiences and forms of oppression or privilege. It highlights the importance of addressing multiple dimensions of diversity simultaneously and acknowledging the complexity of individuals' lived experiences.

- **Accountability and Metrics:**

Establishing measurable goals, tracking progress, and holding individuals, organizations, and institutions accountable for their commitment to DEIB. It entails evaluating policies, practices, and outcomes to drive continuous.

Who Should Attend This Event: (across all sectors of the economy)

Human Resources Professionals, DEI Practitioners, Executive Leadership Teams, CEOs and Business Owners, People Managers and Team Leaders, Employee Resource Group (ERG) Leaders and Members, Talent Acquisition and Recruitment Specialists, Learning and Development Professionals, Corporate Social Responsibility (CSR) Managers, Nonprofit Organizations, Government Agencies and Officials, Educational Institutions and Administrators, Diversity Champions and Allies, Associations and Trade Unions Marketing and Branding Professionals, Technology and Innovation Leaders, Change Management Specialists, Manufacturing and Production Organizations, Legal Firms Media and Entertainment Organizations