Making Diversity Interventions Count in Organisational Performance and Service Delivery

Thursday 16th June 2011, Norcroft Centre, University of Bradford

Programme and Booking Form

Conference Overview
With contributions from a wide range of eminent national and international speakers, this conference aims to explore the varying interventions aimed at advancing equality, with the objective of informing the development of good practice in the effective use of diversity interventions in organisations. The conference will also provide a platform to launch the Barbara Burford annual memorial lecture. Participative, challenging and thought provoking - this Conference is designed to provide an international, inter- and intra-disciplinary platform for exchange of ideas in the field of equality, diversity and inclusion in the world of work and service delivery.

Who is the Conference for?
Chief Executives, HR/Workforce Directors, Researchers, Equality and Diversity Leads and Practitioners, Public, Private, Voluntary and Community Sector organisations.

Conference Themes
Theme 1: Creating Diversity
Theme 2: Leading and Governing Diversity
Theme 3: Harnessing Diversity
Theme 4: Leveraging Diversity
Theme 5: Advancing and Mainstreaming Diversity

Conference Outcomes
Delegates will have the opportunity to:
- Debate the policy context of diversity interventions in employment and service delivery in the public, private, voluntary and community sectors
- Develop a deeper understanding of the drivers, critical success factors and obstacles to effective application of diversity interventions across the whole employment cycle
- Hear the latest research on the interpretation and experience of diversity interventions nationally and internationally
- Network and exchange learning and experiences with others who are committed to making diversity count
- Reflect on how they can drive improvements within their own workplace.

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Conference organised by the Centre for Inclusion and Diversity, University of Bradford in collaboration with:
Programme  (subject to change)

0900  Registration and refreshments

0930  Morning chair’s opening remarks  
Shirley Congdon, Dean School of Health Studies, University of Bradford

0940  Welcome address  
Prof. Mark Cleary, Vice Chancellor, University of Bradford

0950  Keynote presentation  
Lord Victor Adebowale CBE, Chief Executive, Turning Point and Chancellor, University of Lincoln

1020  Measuring organisational attitudes to workplace discrimination, prejudice and diversity  
Prof. Aneez Esmail, Associate President for Equality and Diversity, University of Manchester

1050  Refreshments / poster viewing

1120  Parallel Session 1  
Choose one from the following five streams

1A. Creating diversity
1120  1A.1. A comparative analysis of positive/affirmative action in South Africa, North America and Europe  
Prof. Uduak Archibong, Professor of Diversity/Director CfID, University of Bradford; Prof. Oluyinka Adejumo, Head of research, University of the Western Cape, South Africa; Fahmida Ashraf, Research Officer, CfID and Prof. Phyllis Sharp, Associate Dean Community and Global Programs, Johns Hopkins University School of Nursing, USA

1B. Leading and governing diversity
1120  1B.1. Innov8: Different leaders shaping the future of NHS in the Yorkshire and Humber region  
Andrea Overton, Organisational Development and Leadership Manager, NHS Yorkshire and the Humber and Pamela Shaw, Health Visitor / Practice Educator, NHS Wakefield District

1150  1B.2. The culturally competent leadership: compassion, courage and connection  
Byron Lee, Director, Added Value Learning, Bristol

1C. Harnessing diversity
1120  1C.1. Improving cervical screening services for lesbians  
Lynne Carter, Head of Equality & Diversity, NHS Bradford and Airedale

1150  1C.2. Exploration into management of cultural diversity and organisational performance and its challenges for HR Specialists: The case of the World Bank  
Prof. Farhad Analoui, Professor of International Development and Human Resource Management, and Esther Lampart, School of Social and International Studies, University of Bradford

1D. Leveraging diversity
1120  1D.1. How racial discrimination and social justice can be addressed in structured conservative environments  
Leyla okhai, Senior Equality Advisor, University of Oxford

1150  1D.2. Sexual orientation monitoring in the public sector  
Adam Winter, Partnership and Collaboration Co-ordinator, the Lesbian and Gay Foundation, Manchester

1E. Advancing and mainstreaming diversity
1120  1E.1. An ‘ecosystem’ approach to equalities: the NHS North West experience  
Shahnaz Ali, Associate Director of Equality, Diversity and Human Right, and Christine Burns MBE, Equality and Diversity Programme Manager, NHS North West

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**1150** 1E.2. Fostering diversity through creativity  
*Dr Brendon Harvey, Aspects Associates and University of Huddersfield; Josie Harvey, Senior Lecturer in Education, University of Huddersfield*

**1220** Lunch / poster viewing

**1320** Afternoon chair’s opening remarks  
*Yvonne Coghill OBE, Programme Lead, Breaking Through Programme, NHS Institute for Innovation and Improvement*

**1330** The Inaugural Barbara Burford Memorial Lecture  
*Professor Carol Baxter CBE, Head of Equality, Diversity and Human Rights, NHS Employers, UK*

**1400** Parallel Session 2  
Choose one from the following five streams

**2A. Creating diversity**

**1400** 2A.1. Disabled people, effective practitioners: enabling healthcare students with disabilities to reach their potential  
*Dr Chris Dearnley, Senior Lecturer, University of Bradford, Dr. Janet Hargreaves, Associate Dean Learning and Teaching, University of Huddersfield; Stuart Walker, Disability Officer and Research Assistant, University of Bradford; Lizzie Walker, Research Assistant, University of Huddersfield*

**1430** 2A.2. Adjustment following disfigurement: implications for practice  
*Prof. Rob Newell, Professor of Nursing Research, Associate Dean Research and Knowledge Transfer, University of Bradford*

**2B. Leading and governing diversity**

**1400** 2B.1. Diversity competency and effectiveness of leadership programmes: a case study of the NHS Yorkshire and Humber  
*Prof. Uduak Archibong, University of Bradford and Maroline Lasebikan, Director, Reddenhill Consulting Ltd*

**1430** 2B.2. Women in leadership: career barriers and active interventions that count  
*Rachel Tobbell, UKRC Associate, the UKRC, Bradford*

**2C. Harnessing diversity**

**1400** 2C.1. Interpreting in a mental health context: why training, supervision, service design and accountability are essential components for the effective provision of the service  
*Beverley Costa, Chief Executive Officer, and Kim Armstrong, Operations Manager, Mothertongue, Reading*

**1430** 2C.2. The impact of culturally-competent diabetes care interventions for improving diabetes-related outcomes in ethnic minority groups: a systematic review  
*Peter Zeh, SHA PhD Research Fellow, University of Warwickshire / University Hospitals Coventry and Warwickshire (UHCW) NHS Trust; J. Sturt, University of Warwickshire; H. Sandhu, University of Warwickshire; A. M. Cannaby, UHCW*

**2D. Leveraging diversity**

**1400** 2D.1. Case study - the effective application of a diversity intervention to improve the experience of black and minority ethnic clinical staff in practice out in community  
*Chioma Obasi, Quality and Patient Safety Facilitator, Bradford and Airedale Community Health Services, Bradford*

**1430** 2D.2. We’re here if you need us!’ – GPs surgery project  
*Dennis Baldwin, Consultancy and Training manager, the Lesbian and Gay Foundation, Manchester*

**2E. Advancing and mainstreaming diversity**

**1400** 2E.1. Diversity in contemporary American business: voices of leading practitioners  
*Dr Amy E. Kahn, Director of Diversity, University of the Rockies*

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2E.2. Responding to the Delivering Race Equality (DRE) agenda in mental health services: national recommendations informed by local experience

David Truswell, Dementia Implementation Lead and Richard Bryant-Jefferies, NHS commissioning support for London

1500 Refreshments / poster viewing

1530 The involvement of black and minority ethnic staff in NHS disciplinary proceedings

Prof. Uduak Archibong, Professor of Diversity/ Director, CfID, University of Bradford

1600 An audience with Professor David Clutterbuck

Senior Partner, Clutterbuck Associates

This is an opportunity to dialog with one of Europe’s most prolific and well-known management writers and thinkers. Prof Clutterbuck is a thought leader in the development of mentoring for diversity and provides practical skills for mentoring in a cross-cultural developmental relationship

1645 Closing remarks

List of Posters and Exhibition

3A. Creating diversity

3A.1. Everybody matters – a positive action initiative within the NHS

Lynne Carter, NHS Bradford and Airedale

3A.2. Developing the cultural competence of health professionals working with Gypsies and Travellers

Gillian Francis, Health Inclusion Worker for Travellers and Gypsies, Homerton University Hospital, NHS Foundation Trust, London

3A.3. Preconceptions & barriers: fitness to practice and disabled health care practitioners

Stuart Walker, Disability Officer and Research Assistant, University of Bradford; Dr Chris Dearnley, Senior Lecturer, University of Bradford; Dr Janet Hargreaves, Associate Dean Learning and Teaching, University of Huddersfield and Lizzie Walker, Research Assistant, University of Huddersfield

3B. Leveraging diversity

3B.1. Personal stories of BME leaders in the NHS

Pamela Shaw, Health Visitor / Practice Educator, NHS Wakefield District

3B.2. Personal stories of black and minority ethnic leaders in the NHS

Michael Richards, Researcher Manchester Metropolitan University, Manchester

3B.3. Part of the picture: the national LGB drug and alcohol database

Sara Ashworth, Drugs and Alcohol Research Officer, the Lesbian and Gay Foundation, Manchester

3E.3. Ethnicity, social class and migration: influences on infant health in the Born in Bradford study

Prof. Neil Small, Professor of Health Research, University of Bradford

3C. Harnessing diversity

3C.1. Raising organisational awareness for cultural diversity – Translation efforts within the German project “Xenos – Economy by diversity”

Mara Kristin Erlinghagen, Researcher; Patricia Magdalena Schütte, Researcher and Jona David Siebold, Student Assistant, Institute for Applied Work Science, Ruhr-University of Bochum, Germany

3C.2. Supporting improvement of translation, interpreting and communication support (TICS) services across the Scottish NHS

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3C.3. General practice and the Somali community – working together on childhood immunisations
   Dr Naureen Bhatti, Dr Phillip Bennett-Richards; Claire Joels, Practice Nurse; Saira Digali, Wadajir Somali Group; Chris Baker, Public Health; Chris Ley, Network Manager; Maggie Falshaw, Practice Manager, Limehouse Practice, London

3C.4. Prevention and Lifestyle behaviour change: a social and cultural movement
   Permjeet Dhoot, Health Inequalities Lead, NHS Sheffield

3C.5. Gypsy health care in South Yorkshire
   Dr A. S. Vijay Kumar, Clinical Director, Askern Medical Practice, Doncaster

3C.6. ‘Are You Ready for Your Screen Test?’ – Lesbian & Bisexual Women’s Cervical Screening
   Annie Emery, Programmes Manager, the Lesbian and Gay Foundation, Manchester

3D. Advancing and mainstreaming diversity

3D.1. Contemporary perspectives on diversity interventions: a dilemma for educators
   Dr Sean Walton, Lecturer in Higher Education Practice, University of Bradford

3D.2. Organisational approaches to an ageing workforce: perspectives of human resource and general managers in Germany
   Susanne Dammer, Founder and Chief Executive Officer, NOVAVISTA

3E. Leading and governing diversity

3E.1. Talent management in NHS Yorkshire and Humber: the current state of the art
   Professor Jackie Ford, Professor of Leadership and Organisational Studies, Professor Nancy Harding, Professor of Organisation Theory and Dr. Dimi Stoyanova, School of Management, University of Bradford

3E.2. Making visible difference in NHS leadership: BME managers’ experiences of corrective action
   Fahmida Ashraf, Research Officer, CfID and Prof. Uduak Archibong, University of Bradford

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Booking Form

Surname/Family name: __________________________ First name: __________________________ Title: _______

Job title: __________________________

Organisation/place of work: __________________________

Address: __________________________

__________________________ Post code __________________________

☐ The above is my work address

Telephone: __________________________ Fax: __________________________

Email address: __________________________

Please indicate any requirements regarding diet, access, communication/sign language etc:

________________________________________________________________________

☐ Please tick if you would like us to contact you to discuss these requirements

IMPORTANT: As part of the booking process please fill in the following parallel session selection form and return with your booking form. Places will be allocated on a first come first served basis.

Payment Details (please note that full payment is required prior to attendance)

☐ Conference fee @ £125 ☐ Students, Community Groups and Charities @ £85

☐ N.B. 6 or more booking at the same time receive a 10% discount, attach all bookings to this form.

☐ I enclose a cheque for £ __________ (made payable to ‘University of Bradford’)

☐ Please send an invoice to:

________________________________________________________________________

☐ I would like to pay by credit card

(please do not give your card details on this form – your booking confirmation will include instructions on how to pay)

Signature: __________________________ Date: __________________________

Unable to attend?

☐ I am unable to attend this event please give me access to the materials online at: http://www.brad.ac.uk/health/CentreforInclusion andDiversity/Events/Conferences/ after the event.

Downloadable documents £30.00.

Return to: Events Bradford, Norcroft Centre, University of Bradford, Bradford, BD7 1DP

Fax: (+44) (0) 1274 233218 Email: events@bradford.ac.uk

http://www.brad.ac.uk/health/CentreforInclusionandDiversity/Events/Conferences/
Parallel Sessions:

Please place a tick in the box in the bottom right hand corner of the parallel sessions you wish to attend (NB tick only one box in each row).

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