



# **TAKING BEST OUT OF DIVERSITY**

**1<sup>ST</sup> ANNUAL CONFERENCE OF LITHUANIAN DIVERSITY CHARTER**



**19 09 2019**

**SWEDBANK, KONSTITUCIJOS AV. 20A, VILNIUS**



## **CONFERENCE PROGRAMME**

# TAKING BEST OUT OF DIVERSITY

## 1<sup>st</sup> ANNUAL CONFERENCE OF LITHUANIAN DIVERSITY CHARTER

**REGISTRATION IS OPEN** by 13 09 2019

- Do we really know what stands behind diversity?
- Can we understand markets in diverse societies without diverse staff and executive boards?
- How to start talking about the most sensitive diversity-related issues?
- How intersectionality is being dealt in practice within the context of D&I policies in the private sector?
- What does it mean to have holistic diversity and inclusion strategy in the company?
- What is the impact of partnership between public and private sector?

**3 keynotes | 3 panels | 150+ attendees | networking**

We are pleased to invite You to the 1<sup>st</sup> Annual Conference of the Lithuanian Diversity Charter, designed to share successful approaches and strategies, promote culture of respect and inclusion, sharpen your professional networking and create opportunities for the implementation of the best practices to use the full potential of Diversity and Inclusion on your organization's bottom line.

working language English | translation in Lithuanian till lunch



*let's start a journey of diversity together!*



SWEDBANK, KONSTITUCIJOS AV. 20A, VILNIUS

9:00 | 19 09 2019

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ORGANIZER

MAIN PARTNER



PARTNERS



MINISTRY OF FOREIGN  
AFFAIRS OF THE  
REPUBLIC OF LITHUANIA



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Centre for  
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Inclusion at the Workplace - DIMAIN  
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CO-FUNDED

# CONFERENCE PROGRAMME

8:30 registration & coffee

## 9:00 WELCOME & OPENING REMARKS

DOVILĖ GRIGIENĖ, *Head of Swedbank Lithuania*

ARNOLDAS PRANCKEVIČIUS, *Head of European Commission Representation in Lithuania*

NERIS GERMANAS, *Vice-Minister, Ministry of Foreign Affairs of Lithuania*

REMIGIJUS ŠIMAŠIUS, *Mayor of Vilnius city*

## 1 YEAR OF LITHUANIAN DIVERSITY CHARTER – WHERE DO WE STAND?

9:20 WELCOMING: New Charter Members

9:40 WELCOMING: Charter Ambassadors

10:00 Introducing the DIMAIN project

10:20 THE STORY: Tim van Wijk, Owner/founder of Pirmas blynas (Lithuania)

12:30 lunch

## 14:00 PARALLEL PANELS

### 1 Public and private partnerships: diversity management in action

hosted by Ministry of Foreign Affairs of Lithuania & Lithuanian Centre for Human Rights

### 2 The space for inclusive and diverse supply chain

hosted by East meets West (Austria)

### 3 Intersectionality: national frameworks VS business's strategies

hosted by Moody's Lithuania

## 16:00 NETWORKING RECEPTION & CONTACT EVENING

10:30 coffee break

## KEYNOTES SESSION

### 11:00 Why diversity and inclusion policies fail?

MICHAEL STUBER, *Owner Manager, European Diversity Research & Consulting (Germany)*

### 11:20 Breaking through the glass ceiling: what does it takes?

VIKTORIJA VASILIAUSKAITĖ, *Lithuanian City of London Club –Honorary Member (United Kingdom)*

### 11:40 Creating the sense of ownership and belonging

KASPARS ZĀLĪTIS, *Founder of the Latvian Diversity Charter, Strategic Consultant at Deep White (Latvia)*

### 12:00 Q&A

**Moderator** Algirdas Davidavičius, *Expert, Good Governance Programme at Vilnius Institute for Policy Analysis (Lithuania)*

## PANEL-1

Diversity management in workplaces brings a range of positive developments in both private and public sectors, but also raises certain challenges. Public and private sectors have developed different initiatives to advance diversity management in workplaces. Various companies and institutions tested the “Equality Ruler”, introduced structural changes, different diversity management policies and actions. Can public and private partnerships complement each other in developing diversity management? What challenges different companies and institutions face when beginning diversity management practices? How to overcome them?

## PANEL-2

An inclusive and diverse supply chain in any organisation stimulates economic activity, sustains under-represented business enterprises, creates jobs and brings all round economic prosperity. Supplier Diversity concept is a powerful tool on how to help minorities (which are currently underrepresented in business environment) to find new opportunities and foster their business growth. Specific programs allow driving a more inclusive and empowered marketplace. By incorporating diverse businesses into organisations' supply chain, they gain access to innovative, responsive, sustainable and cost-competitive supply solutions for their clients.

## PANEL-3

The Panel will try to answer to the question, how diversity and inclusion policies are reflecting intersectionality? The concept of intersectionality is very well known in academic world; however, in terms of policies and legal frameworks, it is still inflexible as usually the case law is emphasizing one ground of discrimination and hate speech excluding multiple discriminations. How intersectionality is being dealt in practice within the context of diversity policies in the private sector?

## NETWORKING RECEPTION & CONTACT EVENING

Positive impact on society through diverse supply chain will be the theme of networking reception. We will invite conference participants to expand their network and meet the social entrepreneurs – the creators of the added value products. Social businesses of different society groups will introduce their products and services which can help businesses to embed diversity into their core operations.

### Participants

- Dialogas tamsoje
- Mano guru
- Miesto laboratorija
- Pirmas blynas
- Share the Light
- Textale
- tba

