



# Equity Diversity and Inclusion Conference



**Conference Brochure**

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# Welcome letter

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Dear Colleague,

On behalf of the Royal College of Nursing (RCN), welcome to our first Let's Talk... Equality, diversity and inclusion conference. Today's conference is focussed on Being the Change. This conference is the beginning of a series of events and resources to support you, our members, in how to talk about and tackle the issues that often feel hard to surface safely and productively through the transformative power of conversations.

"Equity is our clear ambition; diversity is our underused asset; inclusion is our future" Group Strategy, pg 4

Talk is supposed to be cheap, yet the ability to communicate effectively across difference is an increasingly valuable skill in a world that feels so entrenched in division and discord.

Patient outcomes often depend on the ability of nursing professionals to communicate effectively with colleagues. Issues of compassion, trust and confidence are often first addressed through meaningful conversations.

Our focus is on the wealth of EDI issues we all face in the workplace; namely discrimination and bullying and harassment. We want to provide you with enhanced skills to speak about this in your workplace and effect change.

We trust that you will find the conference stimulating and informative and that you'll have an opportunity to network with colleagues during the course of the event. We hope you will go away feeling inspired and invigorated and armed with information to share with colleagues in your workplace.

The RCN believes in life-long learning and actively promotes the continuing professional development of nurses. For this reason, certificates of attendance are included in the conference pack and the framework for reflection can be found on the reverse. You are encouraged to contribute attendance at RCN events towards your framework for reflection which can be included in your portfolio.

You will receive an email with a link to the online conference evaluation. We'd be grateful if you would complete this as soon as possible and within seven days of the conference. Your comments and feedback are invaluable in helping us plan future RCN conferences.

We'd like to thank you for supporting this conference and look forward to welcoming you back to future RCN events. A full listing of future events can be found on page 26 of your conference programme.

With best wishes, Sophie Ford, Equity and Inclusion Lead, RCN

## Programme at a glance

# Programme at a glance

09.45	<b>Registration, exhibition, networking and refreshments</b>	
10.15	Welcome and housekeeping by host <i>Tim Keogh, A Kind Life Ltd</i>	
10.25	<b>Keynote:</b> Being the change to drive the change, <i>Tim Keogh, A Kind Life Ltd</i>	
11.25	<b>Refreshments and exhibition viewing</b>	
11.45	<b>Session 1:</b> Being the change- recognise, explore and practice the skills of challenging through conversations. Interactive, drama based session with <i>Enact Solutions</i>	
12.45	<b>Lunch and exhibition viewing</b>	
13.30	<b>Session 2:</b> Courageous Conversations: Building Trust and Connection Interactive smaller group session led by <i>Conversation Space</i>	
14.30	<b>Refreshments and exhibition viewing</b>	
14.50	Breakout Sessions	
	<b>Practical session - Being the Change</b> A chance to practice your skills in a conversation  <i>Enact Solutions</i>	<b>Psychological Safety</b> A safe space to discuss best practice, so we can listen, learn and act more inclusively <i>Sophie Ford, Equity and Inclusion Lead, RCN</i>
		<b>Inclusive Language</b> Explore the evolving nature of inclusive communication  <i>ENEI (Employers Network for Equality and Inclusion)</i>
16.00	Reflections of the day, <i>Tim Keogh, A Kind Life Ltd</i>	
16.10	Closing by <i>Professor Nicola Ranger, General Secretary and CEO RCN</i>	
16.15	Launch of the RCN Let's Talk..... Inclusion café- Being the Change booklet	
16.30	<b>Conference close</b>	

# General information

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## Conference enquiries

Please ask staff on the registration desk if you have any specific requirements regarding access, lost property or have queries regarding your membership.

## Delegate Badges

For security purposes, participants must wear their badges at all times. Participants will not be admitted to the conference sessions without the appropriate badge.

## Programme

Please refer to the programme for details of the times and locations of all conference sessions. Staff will be on hand to guide you as necessary.

## Exhibition

There is an exhibition running alongside this event. These exhibitors have chosen to exhibit at this conference as they feel their products and/or services may be of interest to you.

## Receipts

If you require a receipt or have any queries relating to your registration or payment for this event, please contact staff on the registration desk at the event. Alternatively, receipts are also available by contacting RCN Event Registrations direct on 029 2054 6460 between 9.00am and 4.30pm Monday to Friday.

## Specific requirements

Please ask at the registration/enquiries desk if you have any specific requirements (e.g. dietary, accessibility etc).

## Electronic devices

Out of courtesy to others, delegates are requested to switch off or set to silent all electronic devices during conference sessions.

## Liability

The RCN will not accept any liability for loss or damage to personal effects which may arise as a result of attendance at this event.

## Continuing Professional Development

The Royal College of Nursing believes in lifelong learning and actively promotes the continuing professional development of all nurses. Authorised Royal College of Nursing certificates of attendance have been issued to all participants. This event is also subject to the RCN Events quality assurance framework. You should log what you have learnt at this event using the Framework for Reflection guidelines on the back of your certificate and keep this document in your personal professional portfolio.

**Free information at your fingertips**

The Royal College of Nursing offers a number of FREE online resources with all the latest information and guidance on particular nursing practice issues such as: clinical guidelines, patient safety and eHealth. Visit <http://www.rcn.org.uk/development/practice> for more information.

**Media partner**

RCNi is the premier provider of innovative and creative information solutions for the whole nursing team and associated health professionals. With 11 nursing journals, including Nursing Standard, RCNi provide health professionals with the latest developments impacting nursing, including changes in policy, practice and research. RCNi also offer a range of digital products including RCNi Learning, an interactive online resource of CPD training modules, and the RCNi Portfolio, an online store and tracking system to help you with revalidation.



# Acknowledgement and thanks

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## Equity, Diversity and Inclusion Team

Sophie Ford	Equity and Inclusion Lead
Wendy Irwin	Diversity and Equalities Co-ordinator
Bruno Daniel	Inclusion Programme Lead
Beth Corlett	Project Manager
Amanda Johnson	Cultural Ambassador Programme Coordinator

## Events management team

Leane Brogan	Corporate Events Organiser, RCN Events
Millie Shepherd-Gill	Events and Marketing Administrator, RCN Events

# Speakers and workshop leads biographies

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Tim Keogh, Co-founder and CEO, A Kind Life

## Biography

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Tim Keogh's mission is to spread kindness in healthcare, because kinder healthcare is safer and more effective.

Over the past 15 years, as Co-Founder of A Kind Life, Tim has facilitated sessions with more than 100,000 people in healthcare. He has supported 75 healthcare organisations to create kinder working cultures, delivering proven improvements across the NHS.

Tim is author of "Kinder Conversations: talk it out without falling out" an Amazon no. 1 bestseller and host of 'Kinder Conversations' podcast. People say learning with Tim is consistently enlightening, motivating, evidence-led, practical and fun. And most importantly, it works.

Enact Solutions Ltd

## Biography

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Enact is a drama-based consultancy for training, motivating and informing people in the workplace and also in education.

Our raison d'être is to inspire people to make positive difference to their lives. Everything we do, we believe in changing the default settings, in thinking differently, and making it count. We do this by designing and delivering highly engaging, immersive learning experiences that blend drama, brain science and technology to bring subjects to life and evoke feelings which open people in new ways of thinking and behaving.

Sara Hope, Co-founder, The Conversation Space

## Biography

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As co-founder of the award-winning consultancy, The Conversation Space, Sara's career spans nearly 30 years in industry, coaching, and consultancy roles.

She seeks to create inclusive learning spaces by bringing a curious mindset and an ability to respond to what's required in the moment. Her practice integrates concepts



from Positive Psychology, Appreciative Inquiry, and Solutions focused approaches to help clients unlock the capacity in their own minds.

Sara co-authored 'Conversational Wisdom' (Routledge), continues to conduct research, and is a regular contributor to journals and books including BBC Radio, Forbes, Psychologies Magazine, Belfast Telegraph, HR Magazine, and People Development.

## **Emily Cosgrove, Co-founder, The Conversation Space**

### **Biography**

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Emily is the co-founder of award-winning consultancy, The Conversation Space, speaks regularly on the power of conversation, and is a contributor to the national press, trade journals and podcasts. She supports organisations, teams and individuals to strengthen their human connection through the power of conversation.

She works as an executive coach and facilitator and has over 25 years of experience working with senior leaders in well-known organisations across the retail, entertainment, technology, FMCG, design, health, higher education and professional services sectors.

Emily is the author of the book Conversational Wisdom, is member of the European Mentoring and Coaching Council (EMCC), is trained in Nancy Kline's: Time to Think, is fellow of RSA, and is training as a Psychotherapist.

## **Dr Elicia Robinson-Tomek, Senior Consultant, The Conversation Space**

### **Biography**

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As a chartered social psychologist and executive coach with a Cambridge PhD in the psychology of change, Elicia inspires leaders to become more self-aware, socially intelligent, and inclusive.

Using a values-driven growth mindset, grounded in Gestalt principles, Elicia has served as a strategic thinking partner for high-ranking officials in the UK MoD, NHS, African private equity, and Canadian diplomats in Europe and the U.N.

A Board Member of Exeter University Business School, she lectures on inclusion, influence and culture change. Elicia's mission is to empower leaders to better navigate challenges by improving relationships and the conversations that shape them.

## David Hull-Watters, Associate Consultant and Trainer, Employers Network for Equity and Inclusion

### Biography

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David Hull-Watters is an Inclusion and Wellbeing Specialist who covers topics such as Neurodiversity in the Workplace, Disability Confident Practice, LGBTQ+ Awareness, Psychological Safety, Inclusive Leadership, and Inclusive Language.

Originally a Specialist Educational Needs and Trauma Informed educator, David champions the right of every individual to achieve their fullest potential, both personally and professionally, so that they are not held back by the limiting labels imposed upon them by others.

He has won several awards for this work in diversity and inclusion, a Vodafone World of Difference Award, a National Diversity Award 2014, shortlisted for a European Diversity Award: Education Sector at The Excellence in Diversity Awards 2017, and Corporate Vision's Most Dedicated Inclusivity Trainer 2023 (UK).

## Sophie Ford, Equity and Inclusion Lead, Royal College of Nursing

### Biography

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Sophie Ford is a Diversity and Inclusion Specialist who has recently joined the RCN Equity and Inclusion Team to support the implementation of the member facing EDI strategy. Sophie joined the RCN with a wealth of experience leading workforce and patient EDI within an NHS trust and within the wider public and private sectors previously with a background working in operational HR. Sophie has spent many years building up staff networks to become real powerhouses of an organisation using psychological safety as the grounding principle to enabling people to feel safe enough to be part of staff networks and speak up.

She won the NHE East Midlands Leadership Academy Award, Inclusive Leader of the year, in 2014 for her work on leading the procurement of a fit for purpose interpretation and translation service to ensure all patients were able to access the required services when needed through communicating in a language they understood, particularly in urgent care, as well as supporting the staff networks. Sophie led her Trust twice to be a Top 100 Stonewall Workplace Equality Index employer from being ranked 285<sup>th</sup> in 2015 to 77<sup>th</sup> in 2019, and 68<sup>th</sup> in 2024.

## Exhibitors

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Independent Health and Social Care (IHSC)

RCN Library

RCN Inclusion Programme

## Future RCN Events

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Date	Event	Location
7 February	RCN Diabetes Conference	RCN HQ, London
7 March	RCN Pain and Palliative Care Conference	RCN HQ, London
22 March	RCN and NaTHNaC 8 <sup>th</sup> Joint Travel Health Conference	Online
29 March	RCN Critical Care and Flight Nursing Forum Conference	RCN HQ, London
31 March – 1 April	RCN Education Forum Conference	Glasgow
6 June	RCN Acute Care Symposium	RCN HQ, London