

# IMEX AVoice4All

## Thought leadership

in association with Destination Toronto

Focusing on the I(nclusivity) in EDI (equity, diversity and inclusion), we're opening up discussion on inclusivity in events and in business. We'll focus on inclusivity initiatives and programs from our association partners – and how you can tap into these. We'll explore neurodiversity, and conscious and unconscious bias, with advice from psychologists and industry experts. Plus, there'll be time for deep dive discussions to reflect on how we can all address the issues raised.

**Moderator and Facilitator** – Janet Sperstad, CMP-Fellow, Faculty Director, Event Management Business Solutions, Madison College

### **Tuesday 23 May**

14:30 – 15:15 – Ocean Room, Inspiration Hub

#### **AVoice4All: A conversation with neuro-inclusive design advocates and change makers**

*Megan Henshall, Global Events Strategic Solutions Lead, Google*

*Onyinye Udokporo, Neurodiversity Consultant & Content Creator, Onyinye Udokporo LTD*

Onyinye talks to Megan Henshall about how her journey to accommodate and empower her unique needs has led her to be the visible leader she wishes she had. They discuss revelations from their work as neuro-inclusion advocates and allies, and share the Neu Project's resources to help support neuro-inclusive design for events.

#### Learning outcomes:

- Discover how neurodivergent people can transition from surviving to thriving
- Learn how you can create safe neuro-inclusive spaces
- Why representation matters when we talk about equity, diversity and inclusion

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### Wednesday 24 May

14:00 – 14:45 – IMEX-EIC People & Planet Village

#### **Did they really just say that? Micro aggressions and how to stand up for inclusive spaces**

*Marge Anderson, Senior Director, Events & Engagement, Clean Air Task Force*

What are micro aggressions? They're actions or comments tied to our identity that prevent us from bringing our whole self to work. Sometimes they're unintentional, sometimes not. You might be a person who's been targeted by a micro aggression. Or you might be a bystander who wants to be a better ally for a targeted colleague.

Join Marge Anderson for an informal discussion that explores how we can make our workplaces safer for people of all identities.

#### Learning outcomes:

- Identify micro aggressions at work and discover resources where you can learn more
- Discuss multiple options to respond to micro aggressions that are directed at you
- Discuss multiple ways to support a colleague who has experienced a micro aggression

15:00 – 15:45 – Ocean Room, Inspiration Hub

#### **Leveraging human-centred design for EDI**

*Stephanie Lui-Valentim, Co-founder, Quell*

Human-centred design is a problem-solving technique that puts real people at the centre of the development process. Applied to the events space, this approach puts the audience at the forefront to enable the development of truly meaningful attendee experiences for all. Join Stephanie to explore the power of embracing an empathic, human-centric approach to design more inclusive experiences.

#### Learning outcomes:

- Cultivate curiosity to learn more about your audiences through a EDI lens
- Examine personal biases to understand better the views held by others
- Apply stakeholder mapping techniques to improve communication

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## Thursday 25 May

10:30 – 11:15 – IMEX-EIC People & Planet Village

**The human nature of kindness: Explore the hard science behind the soft skill**

*Janet Sperstad, Faculty Director, Event Management Business Solutions, Madison College*

Good intentions are not enough in today's complex, diverse world. Diversity within organisations is growing at an unparalleled rate. Workplaces are increasingly cross-cultural, multi-ethnic and multi-generational. Leaders need essential skills rooted in the brain-based science of kindness and inclusion to build a culture of trust, encourage collaboration and foster new ways of thinking.

### Learning outcomes:

- Discover antidotes to the brain's basic instinct to divide people into us versus them
- Examine how our unconscious brain primes our behaviour and our biases
- Identify four skills of kindness that foster inclusion and belonging

13:00 – 13:45 – Forest Room, Inspiration Hub

**Inclusion: Responding to differences in the workplace**

*Dawn Wray & Matt James, Coach & Psychotherapists, The Listening Collective*

Developmental coaching experts and psychotherapists Dawn and Matt introduce and facilitate a discussion on inclusion in the workplace, exploring the nature of power dynamics and how we meet difference.

### Learning outcomes:

- Share reactions to discrimination and inclusion in the workplace
- Be curious about other people's experiences, notice and share responses, and perspectives
- Discuss how curiosity about difference can lead to creativity and growth within an individual and organisations