

# **BUILDING AN INCLUSIVE ORGANISATIONAL CULTURE CONFERENCE 2025**

**10 September 2025, 9 am to 4:30 pm**  
**The Growth Hub, Gloucester**

Join us for a day of inspirational talks, practical workshops and networking opportunities to help you embed Equity, Diversity Inclusion and Belonging (EDIB) in your organisation.

Places are fully funded for VCSE organisations delivering services in Gloucestershire. We're able to offer a limited number of spaces for our statutory sector colleagues and these will be on a first-come, first served basis. A light lunch and refreshments will be provided on the day.

Please visit our website for more information and to book your place: [\*\*www.glosvcsalliance.org.uk\*\*](http://www.glosvcsalliance.org.uk)

# BUILDING AN INCLUSIVE ORGANISATIONAL CULTURE CONFERENCE 2025 AGENDA

9 am: **Registration and networking.** Please ensure that you arrive by 9:15 am so that we can register you in time for our Keynote Speaker.

9:30 am to 10 am: **Keynote Speaker** (Penny Wilson).

10 am to 11:15 am: **Ten Minute Talks** (Lives of Colour, Barnwood Circle, Active Impact and Six Waves Digital).

Delegates are able to book on one of the below pathways:

## Pathway 1: Leading the Culture

11:15 am to 12 pm: **From compliance to culture: how leaders and trustees can drive organisational change** (Active Gloucestershire)

12 pm to 12:45 pm: **Addressing Bias in Recruitment and Progression** (Gloucester City Council)

1:30 pm to 2:15 pm: **Measuring EDIB Impact in Your Organisation** (Gloucestershire VCSE Alliance)

## Pathway 2: Living the Culture

11.15 am to 12 pm: **Building Belonging in Your Organisation: Allyship in Action** (Allsorts Gloucestershire)

12 pm to 12:45 pm: **Intersectionality in Action: Meeting Diverse Needs** (Beyond the Binary)

1.30 pm to 2.15pm: **Inclusive Communications and Language** (Gloucestershire Deaf Association)

12:45 pm to 1:30 pm: Lunchbreak and Marketplace.

2:15 pm to 4:30 pm:

- **Interactive Session:** Action Planning for Change (Inclusive Change)
- **Panel Discussion** (Inclusion Gloucestershire, Young Gloucestershire, This Ends Now, Wotton Pride, Black South West Network, Barnwood Circle, University of Gloucestershire and Gloucestershire Constabulary)
- **Closing Address**

More information: [www.glosvcsalliance.org.uk](http://www.glosvcsalliance.org.uk)

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## Not sure which pathway to choose?

### Pathway 1: Leading the Culture

11:15 am to 12 pm: **From compliance to culture: how leaders and trustees can drive organisational change** (Active Gloucestershire)

- The role of senior leaders and trustees.
- Developing leadership strategies to drive EDIB from the top.
- How to embed inclusive policies into governance.

12 pm to 12:45 pm: **Addressing Bias in Recruitment and Progression** (Gloucester City Council)

- Identifying and eliminating bias in the hiring process.
- Ensuring diverse leadership pipelines in VCSE organisations.

1:30 pm to 2:15 pm: **Measuring EDIB Impact in Your Organisation** (Gloucestershire VCSE Alliance)

- What to track and measure for EDIB Impact.
- Using data to improve policies and decision-making on EDIB.

### Pathway 2: Living the Culture

11.15 am to 12 pm: **Building Belonging in Your Organisation: Allyship in Action** (Allsorts Gloucestershire)

- Understanding the link between belonging and retention and increased workflow.
- Creating safe spaces and encouraging psychological safety.
- Putting inclusive organisational culture into practice for everyone.

12 pm to 12:45 pm: **Intersectionality in Action: Meeting Diverse Needs** (Beyond the Binary)

- Supporting staff and service users from different backgrounds.
- Case studies on intersectionality and inclusive service design.

1.30 pm to 2.15pm: **Inclusive Communications and Language** (Gloucestershire Deaf Association)

- How to communicate inclusively internally and externally.
- Creating accessible marketing materials.