

BRITCHAM DEIB SYMPOSIUM 2024

DIVERSITY, EQUITY, INCLUSION & BELONGING
BELONGING BY DESIGN - A JOURNEY OF INCLUSION | 22 FEBRUARY 2024



Thank you for joining us at the **BritCham DEIB Symposium!** We are grateful for the generous support from the Women in Business Committee, all our sponsors, speakers, moderators, partners, and supporting organisations have given us to make this possible.

We have received a lot of complimentary feedback from the attendees in relation to the topics covered and the quality of the speakers. With the theme "Belonging by Design - A Journey of Inclusion", the Symposium explored what it takes to proactively build a culture of belonging and inclusion, transcending boundaries, offering actionable insights on global DEIB perspectives, and harnessing the power design thinking for real-world impact.

We believe that this Symposium has provided an excellent platform for us to host further events and will also support our ongoing dialogue on diversity, equality, inclusion and belonging. We hope that you will continue to be part of this conversation with us as registrants are receiving a complimentary 1-day Delegate Pass to ReThink HK 2024.

Included in this report are details on attendee numbers, social media impressions, average open rate of eDMs, and more. It's clear from the data that the Symposium reached a wide audience. We look forward to working with you all again in the future.



Ir Dr Anne Kerr
Chair



Paul McComb
Executive Director

22
FEBRUARY 2024

170
ATTENDEES

8
SPONSORS

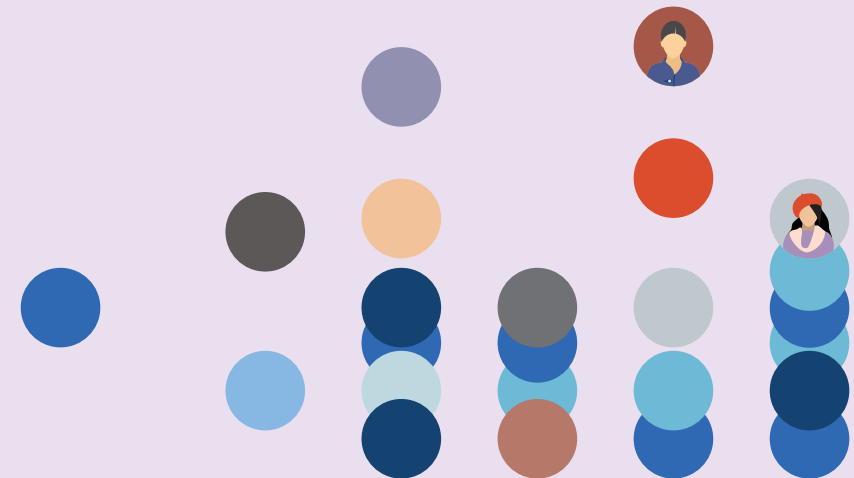
20
SPEAKERS

WOMEN IN BUSINESS COMMITTEE

Thank you to the Chamber's Women in Business Committee for suggesting and organising this year's BritCham DEIB Symposium.

The role of the Committee is to represent the interests of the female executives of the Chamber, contributing to policy work, and engaging in dialogue with the wider business community. Through its two series, the Inspirational Women Series and the Women in Business Networking Series, it also provides a business focused and social forum within which female members can interact.

The objectives of the Committee are to encourage women to join the Chamber and actively participate in Chamber events; to cater to the specific requirements of the Chamber's female members; to organise events of interest which address women's issues and offer an opportunity to network with other business women; and to offer a social aspect for women of the Chamber.



SPONSORS



PARTNERS & SUPPORTING ORGANISATIONS

Supporting Partners



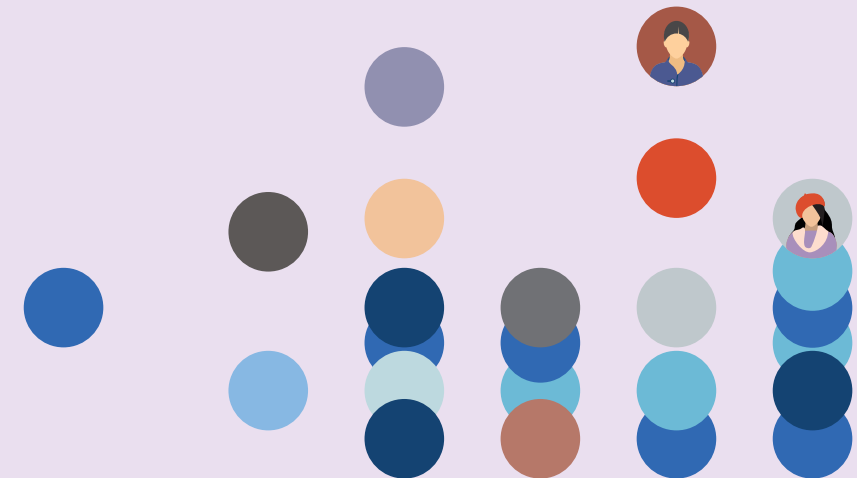
ESG Engagement Partner



Charity Partner



Supporting Organisations





SPEAKERS



EMAIL STATS

84,585
EMAILS SENT

36%
AVG OPEN RATE

22%
AVG CLICK RATE

The British Chamber of Commerce in Hong Kong 香港英商會



IN CONVERSATION WITH MR HENRY FAN,
CHAIRMAN OF HOSPITAL AUTHORITY

Tuesday 30 January, 8:00 am - 9:15 am
Victoria Suite, The Hong Kong Club, 1 Jackson Road, Central

Henry Fan
Chairman
Hospital Authority

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-- UPCOMING EVENTS --

 <p>(Webinar) Meeting with Dr Pang - Commissioner for Primary Healthcare</p> <p>Thurs 11 Jan 12:30 pm - 1:30 pm</p> <p>Details</p>	 <p>(In-Person) Communicating ESG - Treading a Thin Green Line</p> <p>Tues 16 Jan 8:00 am - 9:15 am</p> <p>Details</p>	 <p>(Webinar) UK Mortgages & UK Property Market Update</p> <p>Thurs 18 Jan 12:30 pm - 1:30 pm</p> <p>Details</p>
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The British Chamber of Commerce in Hong Kong 香港英商會

BRITCHAM DEIB SYMPOSIUM 2024
DIVERSITY, EQUITY, INCLUSION & BELONGING
BELONGING BY DESIGN - A JOURNEY OF INCLUSION | 22 FEBRUARY 2024

Date: Thursday 22 February 2024
Time: 2:00 pm - 7:30 pm (including networking drinks)
Location: Centricity, 2/F LANDMARK Chater House, 8 Connaught Road Central, Central
Format: In-person
Supported by: [Women in Business Committee](#)

Dear Karrie,

The British Chamber of Commerce in Hong Kong is excited to announce the [BritCham DEIB Symposium](#) on 22 February 2024 in Centricity.

In today's global business landscape, promoting **diversity, equity, inclusion, and belonging (DEIB)** means more than meeting a quota. It must be at the heart of an organisation, shaping success, creating competitive advantage, and attracting top-tier talent.

Supported by the Women in Business Committee, the BritCham DEIB Symposium will bring people together to share their expertise, insights, and experiences with building a culture of diversity, belonging, and inclusion.

With the theme "**Belonging by Design - A Journey of Inclusion**", the Symposium will offer global perspectives on DEIB, share DEIB best practices for business leaders, and demonstrate the potential of design thinking to change the way we work and build a sense of urgency for change.

Join us next February for a Symposium that vows to transcend boundaries and reimagine the future. Sign up for our **exclusive early bird tickets** and pledge your commitment to cultivate a world where everyone can thrive.

Read more on the [BritCham DEIB Symposium event page](#) for more details.

[Find Out More](#) [Claim Your Early Bird Ticket](#)

CONTACT US
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The British Chamber of Commerce in Hong Kong 香港英商會

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GLOBAL PERSPECTIVES ON DIVERSITY

Date: Thursday 22 February 2024
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Supported by: [Women in Business Committee](#)

Dear Karrie,

If you have a keen interest in diversity, equity, inclusion, and belonging (DEIB), come join our opening panel discussion, "[Global Perspectives on Diversity](#)", at the BritCham DEIB Symposium.

Don't miss the opportunity to hear from global leaders in DE&I and HR, including:

- Ajay Maniserry Kochery**, Group Head of Diversity and Inclusion at Swire Pacific
- Alisha Fernando**, Head of Diversity and Inclusion, APAC at Bloomberg
- Betty Chan, FCIPD**, Director of Human Resources (Group Organisation & Talent) at CLP
- Helen Colquhoun**, Partner and Head of Employment, Asia at DLA Piper
- Kirti Lad**, Executive Director of Meraki Executive Search & Consulting

With Kirti Lad as our moderator, this panel will expand local perspectives and shape the conversation on diversity in Hong Kong. Our speakers will share their experiences navigating cultural nuances in a global business environment, establishing and advancing international best practices, and facilitating cross-cultural collaboration in their pursuit of a diverse and inclusive workplace.

Be one of the first 100 people to register and receive a **complimentary 1-day Delegate Pass** to ReThink HK 2024, Hong Kong's best-attended and most ambitious business event for sustainable development. Act fast to take advantage of our exclusive offer with ReThink HK.

[Register Now](#)

SPONSORS

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Charity Partner: HELP FOR HONG KONG BUSINESS

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SOCIAL MEDIA STATS

47,692
SOCIAL IMPRESSIONS

7.54%
AVG CTR

919
LIKES

8.33%
AVG ENGAGEMENT

50
COMMENTS

104
SHARES

37
MENTIONS



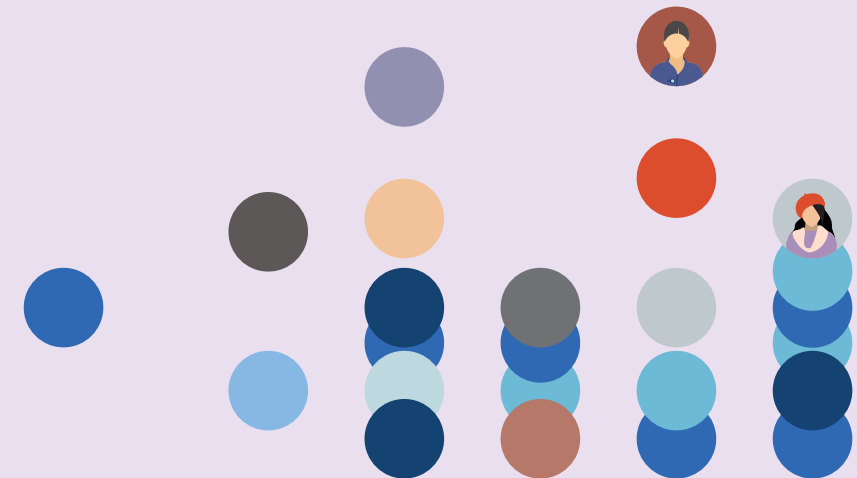
KEY TAKEAWAYS

PANEL 1: GLOBAL PERSPECTIVES ON DIVERSITY

Inclusion of all. Exclusion of none. We kicked off our first panel of the BritCham DEIB Symposium with a deep dive into DEIB through a global lens, exploring holistic approaches to creating inclusive, equitable workplaces and broadening the scope of diversity management in the workplace.

We heard from global DE&I and HR leaders, who gave us an inside look into how their organisations create opportunities for employees from all levels to build cultural competence and implement DEIB initiatives that are data-driven, evidence-based, and tailored to different cultural contexts, needs, and values.

In this time and age, having good intentions is not enough. Being intentional about diversity, mindful listening and empathy says far more about an organisation's commitment to creating an inclusive, high-trust environment that encourages open discussion and exploration of new strategies to deepen belonging.



KEY TAKEAWAYS

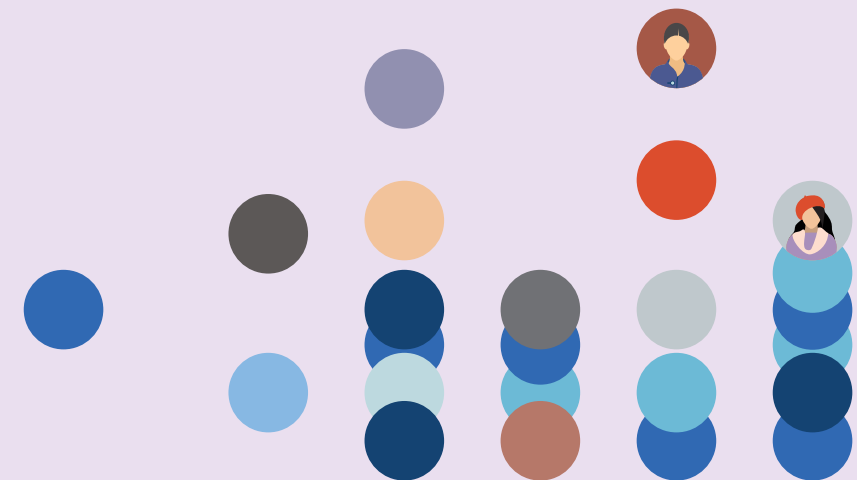
GUEST SPEAKER

“Culture is what happens when you are not in the room.” Some profound words from **Nikki Davies**, Founder of CoNEXTion.online, during her fantastic session on applying human-centred design to deepen belonging at the BritCham DEIB Symposium.

With her wealth of experience as a DEIB expert and thought leader, Nikki tackled the question “How might we build belonging at our company by harnessing the power of design thinking?”, walking us through an innovative framework that leverages the duality of divergent and convergent thinking. Here are some tips and tricks to help organisations operationalise DEIB and develop a strategy that works:

- Do not assume you know the problem – approach the situation with curiosity and discover overarching, thematic issues in your organisation.
- Stop looking for that one, big idea. It will take continuous trial and error and collective input from all levels of an organisation to get it right.
- Building a DEIB strategy that strives to deepen belonging in your organisation is not a one stop approach; it is a journey centred around people.

Taking a human-centred approach means your strategy is always evolving. By embracing innovation and leveraging cutting-edge tools, people can become more intentional about building a culture of belonging and achieve consistent, impactful action that can help organisations along their DEIB journey..



KEY TAKEAWAYS

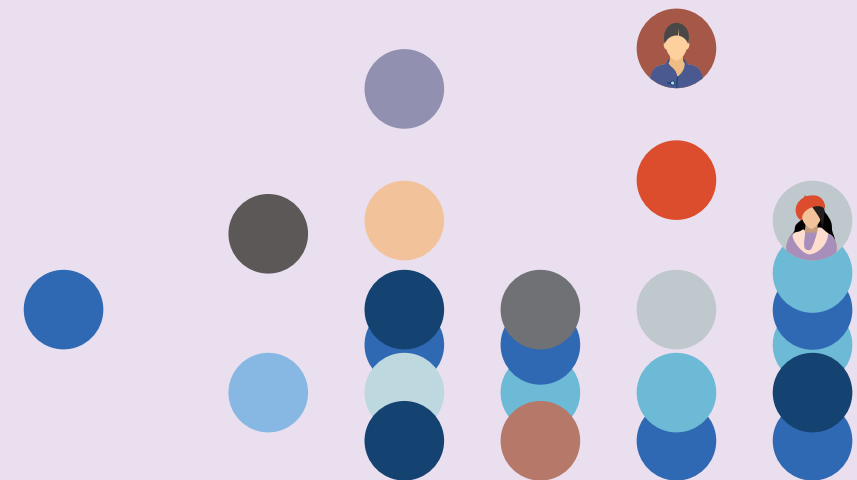
DESIGN THINKING EXERCISE

There is nothing like some design thinking exercises to bring us back into session! We loved seeing **Jen Flowers** take the stage with her fast-paced memory games to help us think about how we can break away from old thinking patterns and be more receptive to new ideas.

FIRESIDE CHAT

As part of the BritCham DEIB Symposium, we had the privilege of hosting powerhouse trans activist **Henry Tse** in a fireside chat alongside **Felicity McRobb**. An up-and-rising global changemaker, Henry's fight for wider gender recognition has touched the lives of the trans community in Hong Kong, long after bringing the government to court and defending his right to live a life of dignity.

We are delighted to shine a light on this remarkable man, his lived experiences as a trans man living in Hong Kong, and his tireless efforts to help trans people get the recognition and protection they need through his organisation Transgender Equality Hong Kong. More than ever, we all need to do our part in creating a more inclusive society where everyone can live as their most authentic selves.



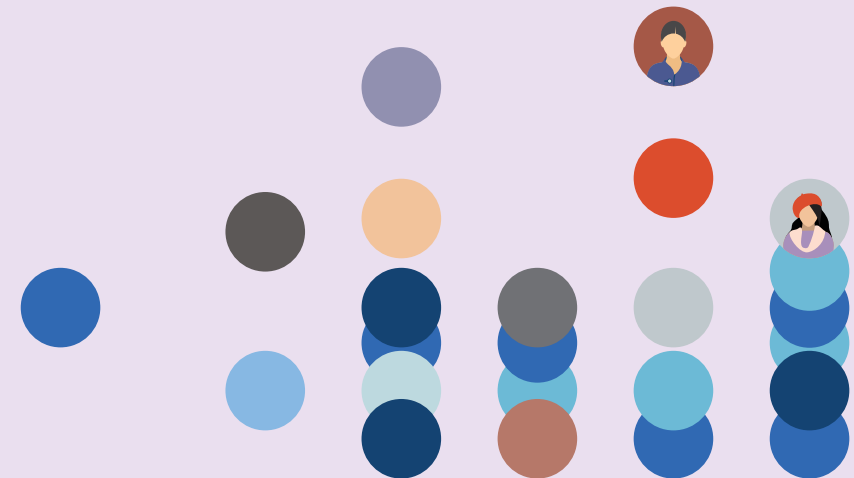
KEY TAKEAWAYS

PANEL 3: LGBTQ+ INCLUSION

“Belonging is the opposite of fitting in.”

As we approach the tail-end of the BritCham DEIB Symposium, our final panel of the day discussed the unique challenges faced by the LGBTQ+ community. While there is a business case for creating inclusive workplaces, LGBTQ+ professionals continue to experience discrimination and unconscious bias in the workplace, with our speakers sharing their past experiences of being outed, dealing with microaggressions, and settling for assimilation-based inclusion without truly belonging.

Having looked at the issues, and the need for strong DEIB strategies, our panellists discussed what they thought ‘good’ DEIB looked like in relation to LGBTQ+ inclusion, ranging from more representation in leadership roles, fostering open and ongoing dialogue on DE&I, and practicing the concept of “exclusive of none”.





Thank you

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Corporate Relations Manager

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