

The 8th Employment Equity, Diversity and Transformation Summit



TDCI, EES-SIYAKHA and **SABPP** are proud to present the 8th Annual Employment Equity, Diversity and Transformation (EEDT) Summit from 15 to 17 May 2018 at the Wanderers Club, Illovo, Johannesburg.



The theme of the 2018 EEDT Summit is:
“Excellence in Transformation and Inclusion.”

As with our previous EEDT Summits, the purpose of the event is (1) to showcase EEDT best practice, (2) create an opportunity for companies to benchmark against industry leaders and (3) to stimulate creative collaboration and networking opportunity within the EEDT fraternity.

We are also pleased to announce that the inaugural SABPP EEDT Awards will be hosted in conjunction with the 8th Annual EEDT Summit.

The Awards create a platform through which public recognition can be given to South African organisations that have excelled in EE and Diversity Transformation.

Companies are invited to nominate themselves/their representatives in for any of the following Awards:

- Employment Equity, Diversity and Transformation Overall Award
- HR Best Enabling Environment Award
- Diversity and Inclusion Award
- Affirmative Action Measures Award
- Change Agent Award
- Disability Equity Employer Award
- Gender Equity Employer Award

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The 8th Employment Equity, Diversity and Transformation Summit



The Summit's exciting format

Delegates will earn CPD points for their attendance of each of the three Summit events below.

SABPP EEDT Awards and Awards Dinner

The purpose of the awards is to stimulate and showcase excellence in transformation and inclusion.

The top three entries in each category (finalists) will be presented with SABPP EEDT Certificates of Excellence on 14 May 2018 during the Awards Dinner at the Wanderers Club, when the winner of each category will be announced.

A High-Level Conference

The one-day conference will feature powerful keynote presentations and the case studies from the award winners. Attendees also receive a conference pack that includes a sketch of the Best Practice Initiatives of the Award finalists.

A Post Conference Workshop

This two-day workshop will focus on professionalising EE, Diversity and Transformation practices. The workshop is aligned to the SABPP Standard for EE and Diversity and Inclusion Management (EEDIM). Upon successful completion of the programme, delegates will, apart from CPD points, receive a SABPP EEDIM Facilitators' Certificate.

SABPP EE and Diversity and Inclusion Management (EEDIM) Certificate and CPD Points

Delegates will earn CPD points for their attendance of each of the three Summit events. They will receive points as below:

- SABPP EEDT Awards Dinner: 3 Points
- EEDT Conference: 7 Points
- EEDT Workshop Day 1: 7 Points
- EEDT Workshop Day 2: 7 Points.

In principle, all delegates, including SABPP non-members, qualify for points. Members can log their respective points per day on their SABPP membership portal. Non-members will receive electronic CPD certificates upon request. If non-members are affiliated to other professional bodies, they will capture or submit details of the summit to their respective affiliated bodies as per the point allocations above.

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Fees per delegate (excluding VAT)

Options	Price (ex VAT)	
	Non-SABPP Members	SABPP Members 20% discount as below
• Awards Dinner: Monday 14 May	R 1 500	R 1 300
• Awards Dinner 10-Person Table Booking: Monday 14 May	R 13 500	R 13 500
• One-Day Conference only: Tuesday 15 May	R 4 950	R 3 960
• Two-Day Workshop: Wednesday 16 to Thursday 17 May	R 6 950	R 5 560
• Full Three-Day Summit: Tuesday 15 to Thursday 17 May	R 9 950	R 7 960
• Three-Day Summit and Awards Dinner	R 11 250	R 9 000

Discounted fees available (discounts cannot be combined)

Organisations and delegates are not entitled to multiple discounts and, in the event of more than one discount being applicable, must choose which discount they want to be applied.

- Group registration of four or more delegates from the same company can be eligible for a R1 000.00 discount per delegate.
- We can offer a 20% discount for Cape Town and Durban delegates.

[Click here to book online or to download a booking form](#)

Who should attend?

- HR Directors, Executives and Heads of HR
- EE Managers
- HR Managers responsible for EE/Change Management
- Diversity/Transformation Managers
- Persons responsible for B-BBEE
- EE Committee/Forum Chairpersons and Members

For more information

Contact Ceanne Schultz at ceanne@sabpp.co.za or phone her on (011) 045 5400 or

Contact Mathe Peete at mathe@eess.co.za or phone her on 011 100 4462 or (011) 726 3040.

OR

Visit our website www.eedtconf.co.za

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Programme

Excellence in Transformation and Inclusion

15 to 17 May 2018, Wanderers Club, Illovo, Johannesburg

Tuesday 15 May 2018

Chairperson: Elizabeth Dhlamini-Kumalo

08h30 – 09h00	Welcome and Introduction – <i>Elizabeth Dhlamini-Kumalo, Chairperson, SABPP HR Governance Committee</i>
09h00 – 10h00	The Government's Response to 17 th EEC Report and in accelerating workplace transformation – <i>Thembi Chagonda, MD, Global Business Solutions and Commission for Employment Equity member</i>
10h00 – 10h30	Tea and Coffee
10h30 – 11h20	How BMF believes the pace of workplace transformation can be accelerated – <i>Thabile Wonci, MD, Black Management Forum</i>
11h20 – 12h00	Highlights of the inaugural 2018 EEDT Summit Awards, including on the key note address: 'How Business can accelerate the pace of workplace transformation' – <i>Thandi Thankge, Vice Chairperson, SABPP and Principal Associate, Catalyst Consulting</i>
12h00 – 12h40	Case Study: SABPP EE, Diversity and Transformation Overall 2018 Award Winner
12h30 – 13h30	Lunch
13h30 – 14h00	Case Study: SABPP EEDT HR Enabling Environment 2018 Award Winner
14h00 – 14h30	Case Study: SABPP EEDT Diversity and Inclusion 2018 Award Winner
14h30 – 15h00	Case Study: SABPP EEDT Change Agent 2018 Award Winner
15h00 – 15h15	Tea and Coffee
15h15 – 15h45	Case Study: SABPP EEDT Affirmative Action Measures 2018 Award Winner
15h45 – 16h15	Case Study: SABPP EEDT Disability Employer 2018 Award Winner
16h15 – 16h45	Case Study: SABPP EEDT Gender Equity Employer 2018 Award Winner
17h00 – 19h00	Cocktails and Networking Session

The 8th Employment Equity, Diversity and Transformation Summit



Facilitating Employment Equity and Diversity (Inclusion) Management Best Practice SABPP Certification Programme

Day 1: Wednesday 16 May 2018

07h30 – 08h30	Registration/Tea and Coffee
08h30 – 10h30	<p>Welcoming and Workshop Orientation – Nat Mbengwa, EES-SIYAKHA</p> <ul style="list-style-type: none"> • Workshop methodology • Structure • Assignment Post Workshop <p>Contextualising the Employment Equity, Diversity Inclusion and Transformation ('EEDIT') journey – Marius Pretorius, TDCI</p> <ul style="list-style-type: none"> • The external EEDIT context <ul style="list-style-type: none"> ▪ RSA context ▪ Legislative imperative ▪ EEA in brief ▪ Sector Charters ▪ The business case for transformation • The evolution of EEDIT practice • The SABPP Employment Equity and Diversity (Inclusion) Management Standard <ul style="list-style-type: none"> ▪ Definition ▪ Fundamentals required for good EE and Diversity/inclusion practices • SABPP EE/DM/I Strategy Model • The EEDIT change management challenge • Organisational purpose, HRM's function & EEDIT practice (mapping process) • Understanding the macro context
10h30 – 11h00	Tea and Coffee
11h00 – 12h00	<p>EEDIT Best Practice Framework – Jan Munnik, EES-SIYAKHA</p> <ul style="list-style-type: none"> • Best Practice prerequisites for sustainable EEDIT • The processes required to institute and maintain EEDIT Best Practice, and achieve EEDIT
12h00 – 12h45	<p>Mini-assessment by participants – To what extent are their organisations aligned to EEDIT Best Practices – Nat Mbengwa, EES-SIYAKHA</p> <p>Mini-assessment debriefing in groups (five facilitators)</p>
12h45 – 13h45	Lunch
13h45 – 14h15	<p>Full assessment to establishing any gaps in EEDIT Best Practice alignment at participant organisation – Nat Mbengwa, EES-SIYAKHA</p> <ul style="list-style-type: none"> • The dilemma of the EEDIT Change Agent • Using a SABPP EEDIT Audit to assess the level of EEDIT maturity and alignment at your organisation • Rationale for Audit

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Day 1: Wednesday 16 May 2018

	<ul style="list-style-type: none"> • How do you get buy-in for the conducting of the Audit? • How to get traction on the Audit results?
14h15– 15h00	<p>Feedback sessions on usefulness of SABPP EEDIT Audits, and getting buy-in, in groups (five facilitators) Plenary feedback</p>
15h00 – 15h30	Tea and Coffee
15h30 – 16h30	<p>Addressing misalignment with/gaps in EEDIT Best Practice – where to start? – <i>Jan Munnik, EES-SIYAKHA</i></p> <ul style="list-style-type: none"> • Development/Review of Policy Framework aligned to legislative requirements • What is to be included in Policy Framework? • How this will address EEDIT Best Practice gaps/misalignment

Day 2: Thursday 17 May 2018

07h30 – 08h30	Registration/Tea and Coffee
08h30 – 10h00	<p>EEDIT Analysis and Planning – <i>Jan Munnik, EES-SIYAKHA</i></p> <ul style="list-style-type: none"> • Analysis Process <ul style="list-style-type: none"> ▪ Understanding each EEDIT Best Practice aspects against which to benchmark ▪ Identification of barriers i.e. gaps between existing Policies, Procedures, Practices and Working Environment, and Best HR, and EEDIT Practice(s) ▪ Collecting and analysing further necessary information required for Planning where applicable • Planning Process <ul style="list-style-type: none"> ▪ Analysis findings (gaps) to inform EEDIT Goals, Strategies and AA measures ▪ Planning needs to be strategic and aimed at removing all identified barriers ▪ Plan needs to be owned by the leadership of the organisation <p>Internal EEDIT Analysis and Planning: Organisational culture and climate, a Diversity competence – <i>Marius Pretorius, TDCI</i></p> <ul style="list-style-type: none"> • Analysis <ul style="list-style-type: none"> ▪ Defining diversity and inclusion EEDIT Best Practice aspects against which to benchmark ▪ Identifying barriers to living inclusion • Planning <ul style="list-style-type: none"> ▪ Examples of strategies and AA measures that can be taken and relationship with identified barriers <ul style="list-style-type: none"> ▪ Creating a diversity intelligent organisation ▪ Others

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Day 2: Thursday 17 May 2018

	<ul style="list-style-type: none"> ▪ Where and how the following aspects fit into the process: <ul style="list-style-type: none"> ▪ Leadership accountability and buy-in ▪ Culture change strategy/management ▪ Diversity awareness and diversity management interventions aligned to culture change strategy/management (including EE workshops and diversity training, on-boarding/induction, employee engagement platforms, team building and workshops) ▪ Inclusion (ensuring an inclusive and empowering work environment)
10h30 – 11h00	Tea and Coffee
11h00 – 12h30	<p>Internal EEDIT Analysis and Planning (cont): Talent management – John Dickerson, EES-SIYAKHA</p> <ul style="list-style-type: none"> • Analysis <ul style="list-style-type: none"> ▪ EEDIT Best Practice aspects against which to benchmark <ul style="list-style-type: none"> ▪ Identifying gaps between existing Policies, Procedures, Practices and Working Environment and these EEDIT Best Practices ▪ Collecting and analysing further necessary information required for planning • Planning <ul style="list-style-type: none"> ▪ Strategies/Action steps/AA measures in respect of: <ul style="list-style-type: none"> ▪ Recruitment and selection – internal and external ▪ Learning and Development ▪ Retention ▪ Remuneration and benefits ▪ Promotion/succession planning ▪ On-boarding ▪ Performance Management
12h30 – 13h30	Lunch
13h30 – 14h30	<p>Internal EEDIT Analysis and Planning (cont): Current workforce vs desired profile – Nat Mbengwa, EES-SIYAKHA</p> <ul style="list-style-type: none"> • EEDIT Best Practice aspects against which to benchmark <ul style="list-style-type: none"> ▪ Identifying gaps between existing Policies, Procedures, Practices and this EEDIT Best Practice ▪ Collecting and analysing further necessary information required for the setting of achievable Goals • Planning <ul style="list-style-type: none"> ▪ The setting of achievable Goals ▪ Closing gaps in actively pursuing the achievement of EE Goals <ul style="list-style-type: none"> ▪ Setting the rules ▪ Tracking of the application of the rules ▪ Holding managers accountable in areas of control

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Day 2: Thursday 17 May 2018

Policy Framework and Governance Structures – *Jan Munnik, EES-SIYAKHA*

- EEDIT Best Practice aspects against which to benchmark
 - Identifying gaps between existing Policy, Procedures and Practices and this EEDIT Best Practices
- Planning

External EEDIT Analysis and Planning – *Nat Mbengwa, EES-SIYAKHA*

- Sector specifics
- Legislative compliance
- Supply and demand
- Scarcity/availability of skills

14h30 – 15h00

Tea and Coffee

15h00 – 16h30

Implement, monitor and evaluate EEDI – *Jan Munnik, EES-SIYAKHA*

- Project drivers and accountability
- Ensure that the EE strategy /plan is integrated and aligned to HR strategy and legislative requirements
- Develop regular reporting mechanisms to keep key stakeholders engaged
- Implement surveys (employee engagement) to measure and monitor the progress with respect to inclusive organisational culture
- Ensure that the implementation of the EEDIT strategy/plan is aligned to policy.
- Tools for monitoring and control

Evaluation and Closure

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