

# The 9<sup>th</sup> Employment Equity, Diversity and Transformation Summit



**TDCI, EES-SIYAKHA** and **the SABPP** are proud to present the 9th Annual Employment Equity, Diversity and Transformation (EEDT) Summit from 6 to 7 May 2020 in Johannesburg.

The theme of the 2020 EEDT Summit is: Achieving Excellence in Transformation and Inclusion.

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

## Who should attend?

- HR Directors and Executives
- Heads of HR
- EE and HR Managers
- Transformation Managers
- Persons responsible for B-BBEE
- EE Committee Chairpersons and Members

## A High-Level Two-Day Conference

The 2019 SABPP EEDT Awards Gala Dinner, hosted by the SABPP, *EES-SIYAKHA* and TDCI, was held on 11 September 2019 at the Wanderers Club in Johannesburg.

At this year's conference the winners and runners-up of the 2019 SABPP EEDT Awards will highlight EEDT Best Practices by sharing the different initiatives and programmes developed and implemented by them in their respective Award Categories.



This will be followed by an interactive Q & A session with the category winners, judges and moderators.

Delegates' conference packs will include summaries of the Best Practice Initiatives of the Award winners, runners-up and recipients of Recognition Certificates.

## For more information

Email [Masie Moagi](mailto:Masie.Moagi@toci.co.za) or phone her on 012 329 3447 or email [Mathe Peete](mailto:Mathe.Peete@toci.co.za) or phone her on 011 100 4462 or (011) 726 3040 OR go to [www.eedt.conf.co.za](http://www.eedt.conf.co.za)

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## 2020 EEDT Summit Fees per delegate (excluding VAT)

| Options                        | Price (ex VAT)    |  |
|--------------------------------|-------------------|--|
|                                | Non-SABPP Members | SABPP Members<br>(20% discount as below) |
| Two-day Summit: 6 -17 May 2020 | R 7 450           | R 5 960                                  |

### 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.

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## CONFERENCE PROGRAMME

### Day 1: Wednesday 6 May 2020

Chairperson: *Elizabeth Dhlamini-Kumalo, SABPP EEDT Awards Governance Moderator*

|               |   |
|---------------|---|
| 08h30 – 08h45 | Welcoming and Orientation to the 2019 SABPP EEDT Summit – <i>Elizabeth Dhlamini-Kumalo, SABPP EEDT Awards Governance Moderator</i>                      |
| 08h45 – 09h30 | 2019 Commission for Employment Equity Annual Report: Overview and key insights – <i>Thembi Chagonda, Global Business Solutions and CEE Commissioner</i> |
| 09h30 – 10h00 | 2019 SABPP Employment Equity Diversity and Transformation Awards: Overview and insights – <i>Xolani Mawande, CEO, SABPP</i>                             |

#### Excellence in Diversity and Inclusion

|               |   |
|---------------|---|
| 10h00 – 10h30 | 2019 Diversity and Inclusion Award Winner – <i>Mfundo Manqele, Employment Equity Advisor, eThekwini Municipality</i>              |
| 10h30 – 11h00 | Tea and coffee  |
| 11h00 – 11h20 | 2019 Diversity and Inclusion Award Runner Up – <i>Brian Matee, Nedbank Limited</i>  |
| 11h20 – 11h50 | Learning and Benchmarking from the Winners and Experts: Interactive Q & A session with the Category Winners, Moderator and Judges |

#### Excellence in Disability Equity

|               |   |
|---------------|---|
| 11h50 – 12h20 | 2019 Disability Equity Employer Award Winner – <i>Mfundo Manqele, Employment Equity Advisor, eThekwini Municipality</i>           |
| 12h20 – 12h40 | 2019 Disability Equity Employer Award: Runner-up – <i>Thulani Sikhosana, Nedbank</i>  |
| 12h40 – 13h40 | Lunch   |
| 13h40 – 14h10 | Learning and Benchmarking from the Winners and Experts: Interactive Q & A session with the Category Winners, Moderator and Judges |

#### Excellence in Gender Equity

|               |   |
|---------------|---|
| 14h10 – 14h40 | 2019 Gender Equity Employer Award Winner – <i>Lerato Maupa, Head: Card, Payments &amp; Transactional Human Resources Nedbank</i>  |
| 14h40 – 15h00 | 2019 Gender Equity Employer Award Runner-up – <i>Mfundo Manqele, Employment Equity Advisor, eThekwini Municipality</i>            |
| 15h00 – 15h15 | Tea and coffee  |
| 15h15 – 15h30 | Certificate of Recognition: Gender Equity – <i>Mabore Sithole, Head: HRD and Transformation Anglo American</i>                    |
| 15h30 – 15h45 | Certificate of Recognition: Gender Equity – <i>Khulekani Chiya, Employment Equity Specialist City of Ekurhuleni</i>               |
| 15h45 – 16h30 | Learning and Benchmarking from the Winners and Experts: Interactive Q & A session with the Category Winners, Moderator and Judges |
| 16h30 – 17h00 | Wine, drinks and networking session   |

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## Day 2: Thursday 7 May 2020

Chairperson: *Elizabeth Dhlamini-Kumalo, SABPP EEDT Awards Governance Moderator*

### Overall Excellence in Employment Equity, Diversity and Transformation

|               |   |
|---------------|---|
| 08h30 – 09h15 | 2019 Overall SABPP EEDT Awards Winner – <i>Nedbank Limited, Richard Khumalo, Transformation Specialist</i>                        |
| 09h15 – 09h35 | 2019 Overall SABPP EEDT Awards: Runner up – <i>Kasturi Adari, Manager, Human Resources, Anglo American Global Shared Services</i> |
| 09h35 – 10h15 | Learning and Benchmarking from the Winners and Experts: Interactive Q & A session with the category winners, Moderator and Judges |

### Change Agents that made a difference

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|---------------|--|
| 10h15 – 10h45 | 2019 SABPP EEDT Change Agent Award Winner – <i>Themba Nkosi, Manager Employment Equity and Governance, Auditor-General of South Africa</i> |
| 10h45 – 11h15 | Tea and coffee   |
| 11h15 – 11h35 | 2019 SABPP EEDT Change Agent Award Runner Up – <i>Richard Khumalo, Transformation Specialist, Nedbank Limited.</i>                         |
| 11h35 – 12h05 | Learning and Benchmarking from the Winners and Experts: Interactive Q & A session with the category winners, Moderator and Judges          |

### Excellence in Barriers Analysis and Affirmative Action Measures

|               |   |
|---------------|---|
| 12h05 – 12h35 | 2019 Barriers Analysis and Affirmative Action Measures Award Winner – <i>Jackie Mehlomakulu, Group Diversity and Inclusion Manager, Tsebo Solutions Group</i>           |
| 12h35 – 13h30 | Lunch   |
| 13h30 – 13h50 | 2019 Barriers Analysis and Affirmative Action Measures Award Runner up – <i>Themba Nkosi, Manager Employment Equity and Governance, Auditor-General of South Africa</i> |
| 13h50 – 14h20 | Learning and Benchmarking from the Winners and Experts: Interactive Q & A session with the category winners, Moderator and Judges                                       |

### Excellence in creating HR Enabling Environment

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|---------------|---|
| 14h20 – 14h50 | SABPP EEDT HR Enabling Environment 2019: Award Winner – <i>Zogan Opperman, HR Director, Tsebo Solutions Group</i>                 |
| 14h50 – 15h05 | Tea and coffee  |
| 15h05 – 15h25 | SABPP EEDT HR Enabling Environment 2019: Runner up – <i>Elizabeth Msimang, Transformation Manager, Distell</i>                    |
| 15h25 – 15h55 | Learning and Benchmarking from the Winners and Experts: Interactive Q & A session with the category winners, Moderator and Judges |
| 15h55 – 16h30 | Summit closure and appreciation   |