



DIVERSITY &
INCLUSION
CONFERENCE
2021

 **Leeds**
Law Society

Supported by


The Law Society

I am pleased to welcome you to this year's Diversity and Inclusion Conference. Following the runaway success of our inaugural conference last year, I am thrilled to see the huge numbers who have signed up this year; it is indicative of how seriously our profession takes these matters.

The legal profession continues to make great strides towards inclusion and I am delighted that, with this conference, we are able to promote this further. We have an exceptional range of speakers to talk of their experiences and give practical and constructive advice to attendees. Our profession can only benefit from the inclusion of talented practitioners from all backgrounds and walks of life. With your help, we can ensure that the legal profession flourishes through embracing talent, setting aside any pre-conceptions that may be held. The experiences discussed are not unique to Leeds nor, in many aspects, to just the legal profession. However, I am pleased that Leeds and the legal sector continues to take a lead in tackling these issues, with the support of our members and the Law Society of England and Wales.

I hope you find the conference insightful and informative, inspiring you to further the diversity and inclusivity of your workplace, and I thank you all for participating in what is sure to be a great series of events.

Catherine Woodward
President of Leeds Law Society

Once again, the Law Society of England and Wales is delighted to have worked with Leeds Law Society in organising this important conference. The success of last year's conference and continued engagement since then show there is real appetite to make the profession more diverse and inclusive.

Having to hold the conference virtually created an opportunity to be truly national. Indeed, this year it is exciting that the Law Societies of Birmingham, Bristol, Cardiff, Liverpool and Manchester, as well as Leeds, are involved in the conference sessions. All are committed to the conference theme of 'Promoting a modern, diverse and inclusive profession'.

The same is true of the impressive line-up of speakers, including many lawyers sharing their lived experiences and leading experts in diversity and inclusion, well-being and social mobility. At each of the six events you will also hear from our D&I team about our work, including research, guidance and opportunities for you to get involved.

I hope you all learn something from the conference and take it back to your organisations. If you need further support from the Law Society, please email diversityteam@lawsociety.org.uk or join any of our four Divisions (Ethnic Minority Lawyers Division, Lawyers with Disabilities Division, LGBTQ+ Lawyers Division and Women Lawyers Division) via My Law Society <https://www.lawsociety.org.uk/log-in/>. Our divisions are open to allies and anyone with an interest in D&I in the law.

Sally Brett
Head of Diversity & Inclusion, The Law Society of England and Wales

It seems a long time ago now that, on a morning commute to Leeds in 2019, Matthew had an idea to host an entire conference focussing on diversity and inclusion. Two years and one conference later, whilst the world is a very different place to what it was, the Diversity and Inclusion Conference is once again taking place and on a much grander scale. Matthew Jones, Vice President of the Leeds Law Society and Chris Seel, Diversity and Inclusion Advisor at the Law Society of England and Wales, with a strong and supportive team, have been working hard over the past twelve months to bring you what is our best Diversity and Inclusion Conference yet.

Last year we welcomed a variety of esteemed speakers from across the profession. This year, it is our honour and privilege to welcome Lady Baroness Hale of Richmond, Lord Shinkwin and Master (Dr) Victoria McCloud, as well as a whole host of experts, academics and legal practitioners. All will share their personal stories, expertise and insights, together with tips for action you can take.

Whilst we are still in the throes of a global pandemic, the importance of diversity and inclusion cannot be forgotten, and indeed should be pushed further. That is why this year we have expanded our offering with three podcasts focussing on Intersectionality, Age and Religion and Belief.

On behalf of The Leeds Law Society and the Law Society of England and Wales, Matthew and Chris welcome you to this virtual conference. Whether you are attending one event or you join us for the whole conference, it is hoped that you enjoy it, feel inspired by it and, like us, come away with a desire to promote a modern, diverse and inclusive profession.

Matthew Jones
Vice President of Leeds Law Society
Chris Seel
Diversity & Inclusion Advisor, The Law Society

EVENTS 

Mental Wellbeing – Tuesday 14th September 2021 – 5pm to 7.00pm

LGBTQ+ – Thursday 16th September 2021 – 5pm to 7.00pm

Gender – Tuesday 21st September 2021 – 5pm to 7.00pm

Social Mobility – Thursday 23rd September 2021 – 12pm to 2.00pm

Disability - Tuesday 28th September 2021 – 12pm to 2.00pm

Race & Ethnicity – Thursday 30th September 2021 – 5pm to 7.00pm

Each event's times are varied to allow questions. All are scheduled to finish no later than 2pm or 7pm

PODCASTS 

Intersectionality

Religion

Age



MENTAL WELLBEING AGENDA

Company	Name	Role	Time Slot
Leeds Law Society	Shanika Haynes	Vice President	5:00 - 5:05
Leeds Law Society	Catherine Woodward	President	5:05 - 5:10
The Law Society	Sally Brett	Head of Diversity & Inclusion	5:10 - 5:15
Beingwell	James Wilson	The Sleep Geek	5:15 - 5:30
LawCare	Elizabeth Rimmer	CEO	5:30 - 5:45
Panel Event			5:45 - 6:35
Hill Dickinson LLP	Caroline Prosser	Legal Director	
Freshfields Bruckhaus Deringer LLP	Lloyd Rees	Knowledge Lawyer	
Kank Speaks Legal	Umar Kankiya	Solicitor/Director	
The Law Society	Sarah Alonge	Diversity & Inclusion Adviser	6:35 - 6:45
Leeds Law Society	Shanika Haynes	Vice President	6:45 - 6:50



SHANIKA HAYNES (She/Her/Hers)

Shanika is a Senior Solicitor at Stowe Family Law LLP she specialises in all aspects of private family law. She is the Joint Vice President, a Diversity and Inclusion Coordinator and the Family Court Liaison for the Leeds Law Society. She also sits on the West Yorkshire Family Justice Board. She is passionate about diversity and inclusion in the legal sector in particular improving wellbeing and representation.



CATHERINE WOODWARD (She/Her/Hers)

Catherine is a solicitor in the commercial litigation team at Gordons LLP, dealing with a variety of complex legal disputes. In addition to this, Catherine is also the President of Leeds Law Society for the year 2020/2021.



SALLY BRETT (She/Her/Hers)

Sally Brett is Head of Diversity and Inclusion at the Law Society. She has over 15 years' experience working in diversity and inclusion and joined the Law Society in August 2020, having previously worked as Head of Equality, Inclusion and Culture at the British Medical Association.



JAMES WILSON

James Wilson AKA The Sleep Geek is a world-renowned sleep expert who has worked with sports teams, governments and some of the biggest brands in the world. His Kip Advisor session is designed to help people understand who they are as sleepers and to offer easy to apply tips and tools to help us sleep better.

For more info go to www.beingwellfamily.com/sleepingwell



ELIZABETH RIMMER (She/Her/Hers)

Elizabeth is the CEO of LawCare, a charity offering emotional support, information and training to the legal community in the UK. LawCare works to promote good mental health and wellbeing in legal workplaces and drive change in education, training and practice. Elizabeth started her working life as a solicitor practicing at Leigh Day.



CAROLINE PROSSER (She/Her/Hers)

Caroline Prosser is an employment lawyer who works with public companies, educational institutes, charities and owner managed businesses delivering legal and strategic advice. Caroline is recognised for her expertise in investigations into bullying and harassment, governance, fraud, discrimination and sexual misconduct. Caroline plays competitive mixed touch rugby and also enjoys theatre, dancing and being with her husband and children.



LLOYD REES

Lloyd Rees is a Knowledge Lawyer in the Freshfields Global Transactions Knowledge Team. Lloyd deals mainly with the impact of Brexit. Lloyd is a trained Mental Health First Aider and has contributed to many publications on the topic of mental health and the legal profession including The Telegraph, The Lawyer and Legal Cheek. Lloyd has also appeared in several podcasts, webinars and events speaking about mental health and the legal profession.



UMAR KANKIYA (He/Him/His)

Umar is a qualified Solicitor with over 11 years practice in the field of Mental Health and Mental Capacity law. He regularly advises politicians, corporations and other groups around, mental health, Inclusion and Diversity and Wellbeing in the work place and beyond. In addition, Umar is able to provide insight into what is happening on the ground from a real perspective and has appeared on platforms such as the BBC, ITV, Sky News, Guardian, Independent newspapers to provide such views.



SARAH ALONGE (She/Her/Hers)

Sarah is a Diversity and Inclusion advisor at the Law Society of England and Wales, she leads on the Law Society's member facing work on mental health and wellbeing as well as the society's work in the area of ethnicity and race.





Company	Name	Role	Time Slot
Leeds Law Society	Shanika Haynes	Vice President	5:00 - 5:05
Judiciary	Master (Dr) Victoria McCloud	Judge	5:05 - 5:25
Global Butterflies	Rachel Reese	CEO	5:25 - 5:45
Panel Event			5:45 - 6:30
The Law Society	Luke Williams	Non-Practising Solicitor	
Brabners LLP	Steven Appleton	Partner - Head of Private Client (Manchester)	
Town Legal LLP	Clare Fielding	Partner	
The Law Society	Christina Lambi	Diversity & Inclusion Adviser	6:30 - 6:40
Leeds Law Society	Shanika Haynes	Vice President	6:40 - 6:45



SHANIKA HAYNES (She/Her/Hers)

Shanika is a Senior Solicitor at Stowe Family Law LLP she specialises in all aspects of private family law. She is the Joint Vice President, a Diversity and Inclusion Coordinator and the Family Court Liaison for the Leeds Law Society, she also sits on the West Yorkshire Family Justice Board. She is passionate about diversity and inclusion in the legal sector in particular improving wellbeing and representation.



MASTER (Dr) VICTORIA McCLOUD (She/Her/Hers)

Master (Dr) Victoria McCloud is a judge and chartered psychologist, and an academic whose focus is on gender, equalities and also technology and extremism. She is a Visiting Professor at Tashkent State University of Law, an Affiliate of the Swiss Re programme for civil justice at Oxford University and Associate Fellow of the Global Network on Extremism and Technology at King's College, University of London.



RACHEL REESE (She/Her/Hers)

Rachel is founder and CEO of Global Butterflies, a company that is hugely successful in helping businesses to create trans & non-binary inclusive environments. She was Vice Chair of The Law Society LGBT Lawyers Division Committee representing trans & non-binary solicitors working within the legal profession and is a trans & non-binary ambassador for Aspiring Solicitors. Rachel also works with the Solicitors Regulation Authority (SRA) regarding trans & non-binary inclusion. Rachel is a GiveOut.Org Trustee.



LUKE WILLIAMS (He/Him/His)

Luke is a trans non-practising solicitor who trained at a London firm specialising in property law and private client work. He was admitted as a solicitor in 2016. Luke joined the LGBTQ+ Lawyers Division Committee in November 2019 and is the current Vice-Chair.



STEVEN APPLETON (He/Him/His)

Steven is a Partner and Head of Private Client at Brabners in Manchester. He is the chair of Brabners' LGBTQ+ Affinity Group and the Equality, Diversity & Inclusion Officer for Manchester Law Society. Steven is a passionate advocate for LGBTQ+ rights and works as an ally of those members of the LGBTQ+ community whose voices need amplifying.



CLARE FIELDING

Clare is a founding partner of Town Legal, the UK's leading specialist planning law firm. She has advised private sector developers on major projects including Battersea Power Station, Canada Water Dockside and the Emirates Stadium. Clare is Deputy Managing Partner of Town and is passionate about furthering equality and opportunity in the workplace.



CHRISTINA LAMBI (She/Her/Hers)

Christina Lambi is a Diversity and Inclusion Adviser at the Law Society. Her background as a linguist led her to learn British sign language and she worked as an interpreter in educational and workplace settings. Through volunteering she has assisted students in adult literacy classes, supported parents of disabled children with rights-based work and as a mentor and consultant to Generation Success, a non-profit organisation which supports young people to network with professionals.



GENDER AGENDA



Company	Name	Role	Time Slot
Leeds Law Society	Helen Brown	Director	5:00 - 5:05
Supreme Court of the United Kingdom	Lady Hale, Baroness Hale of Richmond	Former President	5:05 - 5:25
Legal Women	Coral Hill	Editor in Chief	5:25 - 5:40
Panel Event			5:40 - 6:30
Moore Barlow	Amandeep Khasriya	Senior Associate	
Lloyds Banking Group	Richard Blann	Head of Group Litigation & Conduct Investigations Legal	
Leeds Law Society	Catherine Woodward	President	
The Law Society	Jerry Garvey	Diversity & Inclusion Adviser	6:30 - 6:40
Leeds Law Society	Helen Brown	Director	6:40 - 6:45

**HELEN BROWN**

Helen Brown is a Partner and the National Head of Local Government at the UK law firm Weightmans where she is based in Leeds. Helen is a specialist in insurance/local government claims and works primarily for the public sector and social welfare insurers. Helen is a passionate advocate for equality and mental health support and is diversity and inclusion champion and a trained mental health first aider. Helen is also actively involved in CSR both within the firm and the Leeds city region.

**CORAL HILL (She/Her/Hers)**

Coral Hill: founder of www.LegalWomen.org.uk promoting innovation in leadership and practice on gender parity. Coral is a non-practising solicitor; member of the Equality Commission www.FBE.org; Law Society Committees on domestic and global gender issues since 2017; Chair of the Audit Committee at Nelson College London; former Chair of the AWS (London), adviser Ministry of Justice Diversity Committee (2016-2019), regular speaker and writer.

**LADY BRENDA HALE, BARONESS HALE OF RICHMOND**

Brenda Hale retired as President of the Supreme Court of the United Kingdom in January 2020, after 26 years as a full-time Judge in the High Court, Court of Appeal, House of Lords and Supreme Court. Before that, she was an academic at Manchester University and then a Law Commissioner, specialising in family, welfare and equality law.

**AMANDEEP KHASRIYA**

Amandeep is a senior associate at Moore Barlow working exclusively for claimants in serious injury and major trauma cases. As well as being the founder of Women Back to Law, Amandeep is a committee member at the Law Society Women Lawyers Division and has worked on many projects promoting gender diversity. She co-founded Moore Barlow's Diversity and Inclusion committee and has been recognised as a Future Leader in the INvole HEROes Women Role Model List 2020.

**RICHARD BLANN**

Richard Blann is Head of Group Litigation & Conduct Investigations Legal for Lloyds Banking Group where he advises senior management on litigation strategy and conduct issues. He also manages a broad portfolio of high value/high profile claims in the UK, US and beyond, supports significant internal investigations, and advises on financial crime and sanctions. Prior to joining Lloyds in 2010, Richard worked in private practice conducting cross-border investigations and high value multi-jurisdictional litigation in the courts of a variety of jurisdictions for financial institutions, corporates and professional services firms.

**CATHERINE WOODWARD (She/Her/Hers)**

Catherine is a solicitor in the commercial litigation team at Gordons LLP, dealing with a variety of complex legal disputes. In addition to this, Catherine is also the President of Leeds Law Society for the year 2020/2021.

**JERRY GARVEY (He/Him/His)**

Jerry Garvey is a Diversity and Inclusion adviser at the Law Society. He has worked in the Diversity and Inclusion industry for over 25 years and previously worked at the Royal College of Surgeons.



SOCIAL MOBILITY AGENDA



Company	Name	Role	Time Slot
Leeds Law Society	Sarah Wales-Canning	Director	12:00 - 12:05
Law Society of England & Wales	I. Stephanie Boyce	President	12:05 - 12:25
Birmingham Law Society	Inez Brown	President	12:25 - 12:45
Panel Event			12:45 - 1:35
Bridge Group	Nik Miller	CEO	
Park Square Barristers	Kama Melly QC	Barrister & Deputy Head of Chambers	
The Law Society	Leila Lesan	Diversity & Inclusion Advisor	1:35 - 1:45
The Law Society	Sarah Wales-Canning	Director	1:45 - 1:50



SARAH WALES-CANNING

Sarah is a Construction and Engineering Associate at Womble Bond Dickinson. Sarah has been a Director at Leeds Law Society since 2019 and is part of the D&I sub-committee. Prior to joining Leeds Law Society, Sarah was on the Leeds Junior Lawyers Division committee for three years. Sarah has also been involved in various initiatives at Womble Bond Dickinson, with a particularly focus on social mobility and LGBTQ+.



I. STEPHANIE BOYCE

Stephanie was admitted as a solicitor in 2002 and has a wealth of experience in corporate governance, regulatory frameworks and professional regulation. In 2020 Stephanie was voted on to the Governance Hot 100 - Board Influencer and made the Power List 100 Most Influential Black People in the UK in 2021.



INEZ BROWN

Inez is a Partner & Head of Clinical Negligence at Harrison Clark Rickerbys. She was elected as President of Birmingham Law Society on 28th July 2020, presiding over 10,000 lawyers, students, and legal professionals. She is the first black President of the Society in its illustrious 202 years. She has been volunteering with the Society for over 10 years in many different roles. She is currently referred to as 'The Covid-President'.



NIK MILLER (He/Him/His)

Nik established the Bridge Group in 2010, a charity based at King's College inspiring social change through evidence and collaboration across sectors. He has worked globally, and with many leading employers, universities and public bodies. His recent clients in the UK include the BBC, the Cabinet Office and Linklaters. He is also Lead Partner at More Partnership (Europe's leading fundraising consultancy), a trustee of the UNITE Foundation and a Fellow at the University of York.



KAMA MELLY QC

Dep/Head PSQB · Recorder · Bencher - Middle Temple · 2019 Lawyer of the Year - Yorkshire Lawyer Awards · 2020 'Barrister of the Year' - 100 First Years · 2015 Chair Bar Conference · Governor Inns Court College of Advocacy · Media expert commentator · Chair NE Women's Forum · Practises - family and criminal law. Kama grew up in London, in squatted or social housing before running a skateboard shop, doing A levels at night. Kama has teenage children and lives in Leeds.



LEILA LESAN (She/Her/Hers)

Leila Lesan is an adviser in the Law Society diversity and inclusion team and her focus is on social mobility. Her primary responsibility is running the Law Society's Diversity Access Scheme social mobility scholarship. Leila previously worked for an inner-city local authority with high levels of deprivation. She worked in both the youth services department and in the corporate strategy team, where she was responsible for researching and putting together the borough's child poverty strategy. These roles, together with her legal background, led to her interest and passion for social mobility and fair access.



DISABILITY AGENDA 

Company	Name	Role	Time Slot
Leeds Law Society	Matthew Jones	Vice President	12:00 - 12:02
Lawyers with Disabilities Division	Jane Burton	Chair of LDD	12:02 - 12:05
Cardiff Business School, Cardiff University	Professor Debbie Foster	Professor of Employment Relations & Diversity	12:05 - 12:20
'Legally Disabled?' Project, Cardiff University	Dr Natasha Hirst	Researcher	
House of Lords	Lord Shinkwin		12:20 - 12:35
Panel Event			12:35 - 1:30
Freeths LLP & The Law Society's Lawyers with Disabilities Division	Shama Gupta	Diversity & Inclusion Ambassador	
Irwin Mitchell Solicitors	Rhian Smith	Solicitor	
Enable Disability & Inclusion Consultants Ltd	Kate Dean	Director	
The Law Society	Chris Seel	Diversity & Inclusion Advisor	1:30 - 1:40
Leeds Law Society	Matthew Jones	Vice President	1:40 - 1:45



MATTHEW JONES (He/Him/His) Matthew is an Associate Solicitor in the Commercial Property Team at Weightmans LLP and Vice President of the Leeds Law Society. He became involved in The Leeds Law Society to develop the society's diversity and inclusion offering with a particular focus on LGBTQ+. Matthew is of the view that an individual's protected characteristic should not be an obstacle for a career in law which is why he developed the idea of this very conference.



JANE BURTON (She/Her/Hers) Jane Burton is chair of Lawyers with Disabilities Division (LDD) of the Law Society and also sits on the Law Society's Equality, Diversity and Inclusion Committee. She worked closely with Legally Disabled researchers on their recent research, which focused on disability and the legal profession. <http://legallydisabled.com/research-reports/> Jane has undertaken initiatives to increase opportunities through a dedicated LDD work experience scheme for disabled students and qualified solicitors. She is constantly working to improve the profile of LDD and the situation for all disabled lawyers and students at all stages of their careers.



LORD SHINKWIN Lord Shinkwin became a Life Peer in 2015 following a career spent mainly in charity campaigning. Since joining the Lords, he has focused on equality issues, especially equality of opportunity. He is the co-author of 'Able to Excel' (<https://demos.co.uk/project/able-to-excel/>) and recently chaired the CSJ Disability Commission; its 'Now Is The Time' report made recommendations for inclusion in the PM's disability strategy.



PROFESSOR DEBBIE FOSTER (She/Her/Hers) Dr Debbie Foster is Professor of Employment Relations and Diversity at Cardiff Business School, Cardiff University. She led the 'Legally Disabled', the first of its kind to examine the career experiences of disabled people in the legal profession in the UK, which was co-produced with Natasha Hirst and the Lawyers with Disabilities Division of The Law Society. She is currently working with DPOs on a 1st Ministers Task Force with Welsh Government and its Disability Equality Forum, to put into place recommendations from a report she authored entitled 'Locked Out: Liberating disabled people's lives and rights in Wales beyond Covid-19'.



DR NATASHA HIRST (She/Her/Hers) Natasha is an independent freelance researcher and photojournalist working on the 'Legally Disabled?' project. She specialises in equalities, disability and campaigns. Natasha is an advocate for using coproduction to empower communities to tell their own stories and influence decision-makers. She is the Vice President of the National Union of Journalists and Chair of Disability Arts Cymru. As a deaf woman, she has been a disability activist for 25 years.



**SHAMA GUPTA**

Shama is Freeths LLP's Diversity & Inclusion Ambassador, leading its Disability Sub-group to promote best practice. Shama is also a member of The Law Society's Lawyers with Disabilities Division Committee focussing on mental wellbeing and intersectionality, having many protected characteristics and overcoming challenges linked to this to achieve a diverse career portfolio as a solicitor in the City, a senior lecturer in law, a professional support lawyer and the Law Society's Social Mobility Ambassador (<https://www.lawsociety.org.uk/en/campaigns/social-mobility-ambassadors/ambassadors-2016/shama-gupta>).

**RHIAN SMITH (She/Her/Hers)**

Rhian is a medical negligence solicitor at Irwin Mitchell and Disability Subcommittee Chair at Cardiff Law Society. Rhian is very passionate about improving disability inclusion within legal services and speaks openly about her own experience as a lawyer with a hidden disability. She established the first D&I subcommittee within a local law society that is dedicated to improving disability inclusion and is committed to raising awareness of the ways in which businesses can make their workplaces more inclusive. She advocates that the diversity and innovation which comes from being truly inclusive of people with disabilities will benefit absolutely everyone in the workforce.

**KATE DEAN (She/Her/Hers)**

Kate Dean Enable Disability & Inclusion Consultants brings 14 years' experience of identifying appropriate adjustments and enabling technologies across a wide range of disabilities and long-term conditions. Kate has led a number of projects to remove barriers and provides specialist advice and training to Occupational Health and Human Resources colleagues, and workplace assessments to support team members work to their strengths. Kate brings her own lived experience and the strengths of neurodiversity to her work. www.enabledi.co.uk

**CHRIS SEEL (He/Him/His)**

Having been a practising solicitor for over 20 years, Chris is now a Diversity & Inclusion Advisor at the Law Society. He leads on disability, the City and the D&I aspects of the new Solicitors Qualifying Examination (SQE).



RACE & ETHNICITY AGENDA 

Company	Name	Role	Time Slot
Leeds Law Society	Itohan Odukunle	Director	5:00 - 5:05
Redington Ltd	Dawid Konotey-Ahulu	Co-Founder and Director	5:05 - 5:20
Institute for Inclusion in the Legal Profession	Sandra Yamate	Chief Executive Officer	5:20 - 5:35
Panel Event			5:35 - 6:30
SKB Legal	Susanta Banerjee	Principal Owner, Director	
CMS CMNO LLP and Bristol Law Society	Coralie McKeivor	Senior Associate	
Leeds City Council	Nikki Deol	Section Head Solicitor - Property & Development	
The Law Society	Sarah Alonge	Diversity & Inclusion Adviser	6:30 - 6:40
The Law Society of England & Wales	Lubna Shuja	Vice President	6:40 - 6:45
Leeds Law Society	Nick Emmerson	Immediate Past President	6:45 - 6:50



ITOHAN ODUKUNLE (She/Her/Hers)

Itohan is an in-house legal counsel (EMEA) at Wesco/Anixter a Fortune 500 global supply chain solutions company. She sits on the Wesco/Anixter Inclusion and Diversity Across Borders Committee and is the Professional Development Lead for the organisation's BLIPOC business resource group. In addition to her day job, Itohan is a director of the Leeds Law Society and a member of the Leeds Law School advisory board.



DAWID KONOTEY-AHULU

Dawid is a serial entrepreneur having co-founded Redington and mallowstreet in 2006 with Robert Gardner. He was previously a barrister and an investment banker. Most recently Dawid co-founded the #10000BlackInterns programme through which 24 industry sectors have come together to address the chronic underrepresentation of Black talent across the workplace in the United Kingdom. The initiative has secured over 2,000 paid internships in industry for young Black graduates every year for the next five years.



SANDRA YAMATE (She/Her/Hers)

Sandra Yamate is the CEO of the Institute for Inclusion in the Legal Profession ("IILP"), a charitable organization dedicated to creating a more diverse and inclusive legal profession. She serves on the boards of the National Association of Women Lawyers; the National Judicial College; and the Chicago Bar Association; and on the New York City Bar's DEI Committee and the National Asian Pacific American Bar Association's Leadership Advisory Council. Sandra graduated from Harvard Law School.



SUSANTA BANERJEE (He/Him/His)

Susanta is a solicitor-advocate and director-owner of SKB Legal. He practices all aspects of criminal defence work including regulatory and business crime. He has carefully followed the interests of minority groups including young people and particularly those suffering with mental health to offer support. He spends time mentoring junior lawyers and is relentless about driving transformational change that consistently lead to inclusivity and engagement within the legal profession. For more connect through: www.skblegal.co.uk



CORALIE McKEIVOR (She/Her/Hers)

Coralie is the Honorary Secretary for Bristol Law Society and Co-Chair of the Bristol Law Society Equality Diversity & Inclusion Sub-Committee. Coralie is a Senior Associate at CMS Cameron McKenna Nabarro Olswang LLP in the transactional Real Estate team and also is involved in various D&I initiatives within her firm. She is also the Chair of the Women Lawyers Division in Bristol.



NIKKI DEOL (She/Her/Hers)

I've worked in Local Government for over 14 years specialising in Planning and Highways. I currently lead a team of highly skilled property, planning and highways lawyers and together we take huge pride in the work we do for the City of Leeds to make a real difference in regeneration for all our citizens. I have a huge interest in supporting aspiring lawyers and ED&I in my capacity as Chair of the Equality Steering Group.




SARAH ALONGE (She/Her/Hers)

Sarah is a Diversity and Inclusion advisor at the Law Society of England and Wales. She leads on the Law Society's member facing work on mental health and wellbeing as well as the society's work in the area of ethnicity and race.


LUBNA SHUJA

Lubna will become the first Asian and the first Muslim President in October 2022. She will also be only the 7th female President since the inauguration of the Law Society in 1825. Lubna is a solicitor and Mediator at Legal Swan Solicitors, Birmingham. She specialises in professional discipline/regulation and chairs hearings for various regulators. She is the Chair of the Law Society's Strategic Litigation Group and a member of the Law Society Board.


NICK EMMERSON (He/Him/His)

Nick is Immediate Past President of Leeds Law Society. He is the Law Society of England & Wales Council member for Leeds and sits on the Board of the Law Society.



PODCASTS



INTERSECTIONALITY



Join Dr. Doyin Atewologun - Dean of Rhodes Scholarships, University of Oxford and Director of Delta Alpha Psi, a leadership consultancy; Dr. Meghan Campbell – Birmingham Law School and Deputy Director of Oxford Human Rights Hub and Sally Brett – Head of Diversity & Inclusion, the Law Society of England and Wales for a discussion on intersectionality as part of our series of podcasts promoting a modern, diverse and inclusive profession. This podcast will be available from 6 September 2021. The discussion includes:

- What intersectionality means
- Why it matters
- How the Equality Act 2010 does (or does not) address intersectionality
- Whether focussing on intersectionality risks losing the focus needed to address structural inequalities linked to particular protected characteristics
- Practical tips

**DR DOYIN ATEWOLOGUN (She/Her/Hers)**

Dr Doyin

Atewologun is an internationally-recognised expert on leadership, diversity, intersectionality and organisation culture. Doyin is a psychologist, scholar practitioner, a regular media contributor, and multi-award winner for her innovative methodologies in promoting inclusion and excellence. She is Dean of the Rhodes Scholarships at Oxford university, has won numerous awards for excellence in academic publications and was recognised in People Management magazine's Top 20 Diversity and Inclusion 'Power List' for 2020.

**MEGHAN CAMPBELL (She/Her/Hers)**

Meghan Campbell is a Reader in International Human Rights Law and Deputy-Director of the Oxford Human Rights Hub.

**SALLY BRETT (She/Her/Hers)**

Sally Brett is Head of Diversity and Inclusion at the Law

Society. She has over 15 years' experience working in diversity and inclusion and joined the Law Society in August 2020, having previously worked as Head of Equality, Inclusion and Culture at the British Medical Association.

RELIGION & BELIEF



Join Rabbi Alex Goldberg – Dean of Religious Life and Belief, University of Surrey and Barrister Raffia Arshad – Deputy District Judge for a discussion on religion and belief as part of our series of podcasts promoting a modern, diverse and inclusive profession. This podcast will be available from 13 September 2021. The discussion includes:

- Relevance and compatibility of a person's faith with a career in law
- Potential conflicts between religion and other diversity strands
- Personal experiences of being a person of faith in the legal profession
- What difference improved religious literacy in the profession could make
- Practical tips

**RABBI ALEXANDER GOLDBERG**

Rabbi Alex Goldberg is the Dean of Religious

Life and Belief at the University of Surrey leading a team of 25 at the Religious Life and Belief Centre from 8 faiths and the humanist tradition serving a community of 19,000 staff and students. He is a Barrister and a Rabbi and has worked most his life in promoting human rights, equality and diversity and good community relations. He contributes regularly to BBC Radio 2's Pause for Thought and appears regularly on television, radio and in print media. Alex chairs the English Football Association's Faith and Football group and has written widely on faith, community relations and human rights.
www.alexgoldberg.eu

**RAFFIA ARSHAD (Miss/She)**

Raffia Arshad is a practising Barrister and Deputy District

Judge (DDJ). As a Barrister, she practises exclusively in the area of Family Law with particular focus on finance, private law disputes, fact finding hearings, FGM, Forced Marriage and Islamic Family. As a DDJ she has a wide jurisdiction in civil cases and family finance. Raffia has championed Diversity at the Bar for almost 20 years and now champions the same at the Bench.



PODCASTS



AGE



Join Dr. Brian Beach – Research Fellow, University College London and formerly Senior Research Fellow at the International Longevity Centre; James Davies – Employment Partner, Lewis Silkin; and Sally Brett – Head of Diversity & Inclusion, the Law Society of England and Wales for a discussion on age as part of our series of podcasts promoting a modern, diverse and inclusive profession. This podcast will be available from 20 September 2021. The discussion includes:

- Whether firms and other organisations are taking seriously an ageing workforce, e.g. their caring responsibilities
- If there is ageism in the legal profession
- How the legal sector is (or is not) adapting to an ageing population
- Intersectionality
- Practical tips

**DR BRIAN BEACH**

Dr Brian Beach joined University College London (UCL) in July 2021

where he currently works on a project exploring dementia and the COVID-19 pandemic. Prior to UCL, Brian worked for eight years at the International Longevity Centre UK (ILC), conducting research on topics including inequalities and employment in later life. Brian has worked in the field of ageing since 2006 and received his doctorate from the University of Oxford in 2016.

**JAMES DAVIES**

James Davies co-founded Lewis Silkin's employment practice in 1992 and has

seen it grow to over 160 employment lawyers. A variety of legal guides recognise him as a leading employment lawyer nationally and internationally. James is a regular speaker at employment law conferences both domestically and internationally, Executive Editor of the book, *Age Discrimination* and editor of the specialist website: www.agediscriminaiton.info. He is also Regional Editor of *European Employment Law Cases*.

**SALLY BRETT (She/Her/Hers)**

Sally Brett is Head of Diversity and Inclusion at the Law

Society. She has over 15 years' experience working in diversity and inclusion and joined the Law Society in August 2020, having previously worked as Head of Equality, Inclusion and Culture at the British Medical Association.

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