

SPEAKER PROFILES

OPENING SESSION

Angel Gurría



Secretary-General of the OECD

Mr. Angel Gurría has been the Secretary-General of the OECD since 2006. Under his leadership, the Organisation has established itself as a pillar of the global economic governance architecture including its active engagement with the G20, G7, APEC and other international fora. Mr. Gurría has advanced the OECD's impact and relevance in several policy areas, focusing on the promotion of better lives through inclusive growth and new approaches to economic challenges. He has also made the OECD more inclusive through new memberships, strengthening the link with key emerging economies and fostering its global outreach. Mr. Gurría came to the OECD following a distinguished career in public service in his native Mexico, including positions as Minister of Foreign Affairs and Minister of Finance and Public Credit in the 1990s.

Haïba OuaiSSI



President of the Club XXIe Siècle

Haïba OuaiSSI has a PhD in law from Panthéon-Assas University and is a partner in the law firm Cassius Avocats. He has developed an expertise in employment law, recruitment and human resources management. Haïba OuaiSSI is also a Professor in employment law. He has published several books on these issues: « les restructurations d'entreprises à l'occasion de la situation collective des salariés » (2006), "Le travail de demain : rénovation ou révolution ?" (2014) and "Droit du travail, De l'individuel au collectif" (2017).

In parallel, he is an entrepreneur and cofounded the start-up Lexdev.fr, which is a platform that automatically writes legal contracts and documents using algorithm, incubated in HEC and in Station F. As the President of Club XXIe Siècle, he dedicates part of his activities to the promotion of social values such as inclusion, equality of chances, promotion of French republican meritocracy and the fight against all forms of discrimination. He is also manager of several associations and member of the Franco-German Council for Integration.

KEYNOTE SPEECH



Ahmed Hussen

Minister of Immigration, Refugees and Citizenship, Canada

Ahmed Hussen is the Member of Parliament for the riding of York South-Weston. A lawyer and social activist, he has a proven track record of leadership and community empowerment.

Born and raised in Somalia, Ahmed immigrated to Canada in 1993 where he settled in Regent Park and quickly gravitated towards public service. In 2002, he co-founded the Regent Park Community Council and was able to secure a \$500 million revitalization project for Regent Park, all while ensuring the interests of the area's nearly 15,000 residents were protected. Ahmed also served as the National President of the Canadian Somali Congress – a Somali community organization that works with national and regional authorities to advocate on issues of importance to Canadians of Somali heritage and strengthen civic engagement and integration. His results-driven reputation led to an invitation to join the task force for modernizing income security for adults in the Toronto City Summit Alliance.

Ahmed is fluent in English, Somali, and Swahili, and earned his Bachelor of Arts (History) from York University and his Law Degree from the University of Ottawa. In 2004, the Toronto Star recognized him as one of ten individuals in Toronto to have made substantial contributions to his community.

MODERATOR



Alex Taylor

European Journalist

Alex Taylor defines himself as a “European journalist”. Born in Britain, he has lived for 35 years in France and Germany, producing and presenting TV and radio programmes about European current affairs. He is maybe best known for the “Continentales” programme which was a 2 hour daily round-up of European news on France Télévision. He also was Programme Director of the French Section of Radio France Internationale. Parallel to this he has hosted over 1000 international conferences on a wide variety of themes.

Alex was involved in the setting up of Fréquence Gaie, the world’s first 24 government sponsored gay radio in 1981 and presented programmes on it for 5 years. He was also the first TV presenter to come out as being gay in 1990. Recently he hosted the successful bid by Paris to host this year’s Gay Games. He has just become French after the Brexit referendum in order to maintain his European identity and is the author of 3 books, including a best-seller about the untranslatability of languages.

PLENARY I

THE DIVERSITY CHALLENGE



Jennifer Brown – Introduction to the debate

CEO of Jennifer Brown Consulting (diversity and inclusion expert) and author of the best-seller *Inclusion: Diversity, the New Workplace and the Will to Change*

Jennifer Brown is an award-winning entrepreneur, dynamic speaker and diversity and inclusion expert. She is the founder, president and CEO of Jennifer Brown Consulting (JBC), a strategic leadership and diversity consulting firm that coaches business leaders worldwide on critical issues of talent and workplace strategy. Brown is a passionate advocate for social equality who helps businesses foster healthier, more productive workplace cultures. Her book *Inclusion: Diversity, the New Workplace & the Will to Change* (2016) will inspire leadership to embrace the opportunity that diversity represents and empower advocates to drive change that resonates in today's world.



Hakim El Karoui

Essayist, Honorary President of the Club XXIe Siècle

Former student of Ecole Normale Supérieure and holder of an 'Agrégation' in Geography, he manages his company of strategic consulting, Volentia. After working as an Advisor for the French Prime Minister and later for the French ministry of Economy and Finance, Hakim worked at the Rothschild bank starting in 2006. In 2011, he joined the strategy consulting firm Roland Berger where he was co-responsible for Africa and for advising the French government.

Hakim co-founded the Club XXIe siècle in 2004, in order to change the image of French people of foreign origin, as well as the Young Mediterranean Leaders Programme and ALMA, a network of associations that target poverty. Former teacher at the Lumière University in Lyon and at Sciences Po, he is also an essayist on geopolitics and economy.



Christl Kvam

State Secretary, Ministry of Labour and Social Affairs, Norway

Christl Kvam is State Secretary in the Norwegian Ministry of Labour and Social affairs. Among her main responsibilities are The Petroleum safety Authority of Norway. The National Research Institute on working environment and health (STAMI), negotiations for a new pension system for public sector and various other areas.

Before being appointed State Secretary, Christl worked in public office as the Country Governor of Oppland, Lillehammer. She has experience as a professional representative: she was a regional director for the Confederation of Norwegian Enterprise which is the main organization for employers, and as a leader of the Federation of Norwegian Professional associations. She is graduated from an MSc in Economics and Business Administration from the Norwegian School of Economics of Bergen.



Michael O'Flaherty

Director, European Union Agency for Fundamental Rights

Michael O'Flaherty is currently Director of the EU Agency for Fundamental Rights. Previously, he was Established Professor of Human Rights Law and Director of the Irish Centre for Human Rights at the National University of Ireland (NUI) Galway, and served as Chief Commissioner of the Northern Ireland Human Rights Commission. Michael O'Flaherty has held a number of senior posts at the United Nations, including the establishment of the UN human rights field missions in Bosnia and Herzegovina and Sierra Leone. He was also Vice-Chairperson of the United National Human Rights Committee.

Before joining NUI Galway, Prof. O'Flaherty used to be Professor of Applied Human Rights and Co-director of the Human Rights Law Centre at the University of Nottingham. He is currently adjunct Professor of Law at the NUI Maynooth. His publications include volumes on the law and practice of human rights field operations, the professionalization of human rights field work and on human rights diplomacy.



Anne Thevenet-Abitbol

Prospective and New Concepts Vice President at Danone Group, EVE, Octave & Noé Programs Editorial and Art Director

Anne Thevenet-Abitbol has been Prospective and New Concepts VP at Danone since 1998. She is responsible for the development of every new idea that has the potential to take the Group forward, whether in terms of marketing, HR, social or societal issues. In particular, she was responsible for launching the brand of organic yogurts "Les 2 Vaches" in 2006, and she opened the "Aux 2 Vaches" restaurant in 2012. Starting in 2010, she designed and has led the EVE Program, an intercompany women leadership seminar, attended by around fifteen companies, as well as EVE Asia Pacific and EVE Africa, and since 2012, the OCTAVE Program, which is focused on improving generational relationships within companies, and the impact of new technologies. In partnership with Utopies, Strategizer and NodA, she has also co-created the Noé Program on sustainable innovation.

ART EXHIBITION ON DIVERSITY

Anilore Banon

Sculptor, Vitae Project-Project "A million handprints on a lunar sculpture"



The work of Anilore Banon celebrates the immense power of women and men to change their fate and bring the impossible within reach, putting them at the core of life and of her work. Anilore works the monumental – the monumental which allows her to be directly in contact with others, without advance notice. The monumental to provoke interrogation, surprise and emotion. Anilore Banon works with the settings, integral part of the story she tells.

As we put our hands on caves walls, we reproduce this gesture on Vitae who will deposit them on the Moon. Vitae is a breathing sculpture, alive, through which we shall be all connected in this artistic odyssey. The artist will collect thousands of hand prints that will be integrated onto the sculpture. The Moon always gathered us in a shared dream, eyes up, we shall meet up there tomorrow, reassured, because "L'espace, c'est nous!" A concrete utopia, which reminds us that everything is possible. Made possible by Dassault Systèmes scientific team.

Rémi Hostekind

Photographer, Exhibition "Parisiens du monde"



A globe-trotting photographer, Rémi Hostekind has been travelling across the planet since 1985. From his explorations he has brought back many photographic testimonies marked by his sensitivity to the cultures and wealth of the people he encountered. "For a long time, before my eyes there was this opaque screen blurring my portraits. It started to become translucent in Rajasthan, then the process increased visiting Yemen, the Himalayas and Mauritania. The dramatic change actually occurred in Benin, the glass burst out and I received the gazes. "

Since then, while making portraits Rémi Hostekind always seeks that moment when his soul meets with the soul of his subject. At that precise moment, the latter offers himself and gives the best of himself. Capturing this moment is very rare, to reach it gives him an immense happiness that he wants to share with all of us. As a humanist photographer, he sets the person at the heart of his concerns, thus revealing people's intrinsic value.

Reza

Photographer – Exhibition "One World One Tribe"



A philanthropist, idealist, humanist, Reza's career began with studies in architecture. He has gone on to become a renowned photojournalist who has worked all over the world and is featured in the international media through his photos, books, exhibitions and documentaries, notably for National Geographic. Along with his work as a photographer, since 1983 Reza has been a volunteer committed to the training of youths and women from conflict-ridden societies in the language of images, to help them strive for a better world. Author of thirty books, and a recipient of many awards over the course of his career, Reza is a Fellow (2006-2012) and Explorer of the National Geographic Society since 2013, and a Senior Fellow of the Ashoka Foundation. Reza's work has been recognized by several awards, notably World Press Photo, the Infinity Award and the Lucy Award. France has also appointed him a Chevalier of the National Order of Merit.

PLENARY II

WHAT IS THE ECONOMIC IMPACT OF DIVERSITY AND HOW CAN WE MAKE A STRONGER BUSINESS CASE?



Olivier Hérout

HR Director in charge of HR Strategy and Social Affairs, Engie

Olivier Hérout holds a Master's Degree in Human Resources from the Institut de Gestion Sociale Paris, a Master's Degree Administration des Entreprises and an Executive MBA Leading Business, People and Innovation from London Business School. Olivier Hérout joined ENGIE Group by entering the Industry services in 1989. He later became HR Director of Elyo Nord Est, then Career Development Manager and later Corporate Talent Development Manager in Brussels within Tractebel and HR Director of Fabricom. In 2005, he joined ENGIE Energy Services Business Line where he held the position of Executive Vice President in charge of Human Resources, Health and Safety and Security. In 2015, he saw himself entrusted with the steering of the social part of ENGIE's transformation project. He was appointed Group Deputy HR Director in charge of HR Strategy and Social Affairs in 2016. He is a member of the ENGIE50 (Operational Group Management Committee) and the HR Management Committee of ENGIE.



Denise Hottmann

Board Member of the German Diversity Charter and Head of Diversity and Inclusion at Boehringer Ingelheim Germany

Born in 1971, Denise Hottmann is from Generation X, she has 5 brothers, one (dis)abled and one half-Japanese care sister. She is passionate about diversity & is an inclusion practitioner aiming for more innovation in health. She has been Board member of the German Diversity Charter since 2017; She has lived, studied & worked in Germany, Ireland, Australia and Spain. She has a Diploma in International Management, a Certificate in Systemic Consulting and Supervision in Organisations. Apart from Sales and Consulting, Denise has more than ten years of HR experience in People and Organisational Development, Leadership Development, Talent Management, Intercultural Qualification, Diversity & Inclusion, Demographics. She is the Head of the Centre of Expertise Diversity & Inclusion at Boehringer Ingelheim Germany that is currently undertaking several initiatives: Building Global Employee Resource Groups, e.g. WoMen, Fathers, Rainbow (LGBTIQ), Inklusionsteam (for people with special abilities); Generational Diversity Project KarisMa Carreer 50+; a project on part-time leadership.



Seija Ilmakunnas

Director of the Labour Institute for Economic research, Finland

Seija Ilmakunnas is Director of Labour Institute for Economic Research, a Finnish trade union related research institute. Prior to her current post (held since January 2011) she worked as director general of Government Institute for Economic Research.

She received her PhD in economics from the University of Helsinki in 1997. Her research interests are in the fields of labour and public economics. She has published in professional journals and in a number of edited books on topics covering labour supply, pension policy and public sector finances. The current focus of her research is related to the effects of population ageing in the labour market. In 2006-2007 she was the chairperson for the Finnish Economic Association and currently she serves on the board of The University of Tampere.

Stefano Scarpetta

Director, Employment, Labour and Social Affairs, OECD



Stefano Scarpetta is Director for Employment, Labour and Social Affairs at the OECD since 2013. As director of ELS, he is responsible for the design and the implementation of the medium-term strategy of the Organisation on labour market and social policy issues as well as international migration and health issues. He represents the OECD in High-Level fora and academic conferences; liaise with key senior stakeholders and provide effective communication with the media. As a member of the Senior Management team of the Organisation, he also contributes to support and advance the strategic orientations of the OECD.

Previously, he held several positions in the Economics Department and in his current Directorate. From 2002 to 2006 he also worked at the World Bank, where he took over the responsibility of labour market advisor and lead economist. He has published extensively in academic journals, edited several books. Mr. Scarpetta holds a Ph.D. in Economics from the Ecole des Hautes Etudes en Science Sociales in Paris and a Master of Science in Economics from the London School of Economics and Political Science.

William Spriggs

Senior Economist to the AFL-CIO (umbrella organisations of US trade unions)



William Spriggs is a professor in, and former Chair of, the Department of Economics at Howard University and serves as Chief Economist to the AFL-CIO. In his role with the AFL-CIO he chairs the Economic Policy Working Group for the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development, and serves on the board of the National Bureau of Economic Research.

From 2009 to 2012, Bill served as Assistant Secretary for the Office of Policy at the United States Department of Labor, having been appointed by President Barack Obama, and confirmed by the U.S. Senate. Bill's previous work experience also include roles leading economic policy development and research. He is a former executive director of the National Urban League's Institute for Opportunity and Equality, NUL is America's oldest and largest organization dedicated to moving African Americans into America's economic mainstream. He graduated from Williams College in Massachusetts, and holds a doctorate in economics from the University of Wisconsin-Madison.

PRESENTATION OF LE PROJET IMAGINE



Frédérique Bedos

Filmmaker and journalist

For fifteen years, Frederique Bedos has been a TV and radio presenter in France and abroad. She hosted prestigious prime time TV programmes. In 2010, she jumps in the unknown by creating The Humble Heroes Project: an NGO of information that aims at Inspiring to Act! Her story was inspired by that of her adoptive parents who welcomed in their home more than 20 children from all over the world who were considered as “non-adoptable”.

Humble Heroes embodies freedom, goodness and altruism and these values push others to act too! www.thehumbleheroes.com

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PLENARY III

WHAT STRATEGIES AND POLICIES WORK TO PROMOTE DIVERSITY?

Alexandra Kalev



Associate Professor of Sociology and Anthropology, Tel Aviv University

Alexandra Kalev, a Princeton University PhD, is an Associate Professor of Sociology and Anthropology at the Tel Aviv University. Kalev studies organizations, social inequality, and public policy. With Frank Dobbin, Kalev develops an evidence-based approach to diversity management in corporations and universities. Highlights from this research were featured in the July-August 2016 issue of the Harvard Business Review and received the HBR McKinsey Award for 2016. Kalev also studies the emergence and effects of the diversity management profession in Israel, the integration of Israeli-Palestinians in the Jewish economy, and inequalities in high tech organizations. Kalev is a member of the Advisory Committee to the Israeli Equal Employment Opportunity Commission and recently published the Israeli Diversity Index, ranking demographic composition and pay gaps of the 20 largest private economy sectors. Kalev's research has been published in leading U.S. academic journals, and major media outlets.

Edwin Lau



Head of Division, Reform of the Public Sector, OECD

Edwin Lau is Head of the Reform of the Public Sector Division in the OECD Public Governance Directorate. His division helps countries improve the responsiveness of their governments and their relations with citizens and business through work on public sector innovation, human resources management, digital government, open data, and risk management. In particular, he oversees the Observatory for Public Sector Innovation and the statistical publication, Government at a Glance. Prior to this position, Edwin was the Deputy Division Head of the Budgeting and Public Expenditures, where he established the Public Governance Review Programme in 2007. He also established and led the OECD's project on e-government from 2000-2007. A US national, he worked in the United States Office of Management and Budget in the 1990s. Edwin holds a Master's degree from the Harvard Kennedy School of Government and a diplôme d'études approfondies from Science Po in Paris.

Isabelle Michel Magyar

Program Leader for the HeForShe movement



Isabelle Michel Magyar has joined the United Nations Women Executive Director's Office in 2017 as Program Leader for the HeForShe movement, a solidarity movement for gender equality. From 2010, Ms Michel Magyar was Vice President in charge of Employee Engagement and diversity for the Schneider Electric group, which is strongly committed to diversity and inclusion and well known for its commitment to equality between women and men.

She has held numerous positions, particularly in the industry: Arcelor Automotive Head of HR, Arcelor Mittal's Communication and Quality Director, and Head of Change Management. She has also been an assessor for the European Foundation for Quality Management. A graduate of the Paris Political Institute, she began her career as a research engineer at the CNRS in Sociology of Organizations and Change.

Michael Wardlow

Chief Commissioner of the Equality Commission for Northern Ireland



Dr Michael Wardlow is the Chief Commissioner for the Equality Commission for Northern Ireland, a public appointment he has held since March 2012. Before joining the Commission he was the Chief Executive Officer of the Northern Ireland Council for Integrated Education a post he held from 1995. Prior to this, following 7 years in commerce, the majority of his work experience, both paid and in a voluntary capacity, was in the area of peace building and reconciliation, interests which have presented opportunities for him to work in almost 40 countries.

In addition to being a graduate of Queen's university Belfast, Michael is a Chartered Fellow of the Chartered Institute of Personnel and Development and a Fellow of the Chartered Insurance Institute. He is married with two children and two grandchildren and lives in Belfast.

Mansour Zoberi

Diversity & Solidarity Director of Groupe Casino and President of the French Association of Diversity Managers



Within Casino, Mansour is in charge of national partnerships with various departments of the government on urban policy, prevention of discriminations, diversity and societal commitments. As a sociologist, he conducted studies and led agreements for combating discriminations, promoting diversity and equal opportunities, with the help of Casino's social partners and central administrations. He is the chairman of the French Association of Diversity Managers since September 2015 and also member of the College « Fight against discrimination » of the French Human Right Commission (Défenseur des droits).

PLENARY IV

THE FUTURE OF DIVERSITY

Sergei Guriev



Chief Economist at the European Bank for Reconstruction and Development and Professor at Sciences Po Paris

Sergei Guriev joined EBRD in 2016 after running the New Economic School in Moscow in 2004-13 and serving as a tenured professor of economics at Sciences Po, Paris in 2013-16. Dr. Guriev's research interests include contract theory, corporate governance, political economics and labour mobility. Dr. Guriev has published in international refereed journals including American Economic Review, Review of Economic Studies, Journal of European Economic Association, Economic Journal, Journal of Economic Perspectives and American Political Science Review.

He has been a board member of Sberbank, E.ON Russia, Alfa-Strakhovanie Insurance Company, Russia Venture Company, Russian Home Mortgage Lending Agency, Russian Agricultural Bank, and the Dynasty Foundation. He is also the President of the Society for Institutional and Organizational Economics, and a Research Fellow at the Centre for Economic Policy Research, London.

Barbara Levéel



Global Head of Diversity and HR CSR at BNP Paribas

Barbara Levéel began her career at BNP Paribas in Argentina in 2002. She later followed a transversal career within the company in the Investment Bank, General Inspectorate, and Purchasing. Due to her long-standing knowledge of BNP Paribas, her multidisciplinary profile and her sensitivity in topics related to Diversity, she was nominated to lead in Diversity and CSR HR in October 2014. Passionate about Latin America, Barbara Levéel has a Masters in research on Latin American Studies and has made several humanitarian missions to the region. She also graduated from ESCP Europe in 2002 and has an undergraduate degree in philosophy and enterprise sociology.

Irena Moozová

Director for Equality and Union Citizenship



Ms Irena Moozová is Director for Equality and Union Citizenship at the European Commission Directorate-General for Justice and Consumers. She is a Czech national and joined the Commission in 2006 as Head of EU Representation in Prague. She also heads a Unit in the Directorate-General for Communication. Previously, she worked at the Ministry of Foreign Affairs of the Czech and Slovak/Czech Republic as Head of the Department of Internal Administration, Deputy Director of the Department of the Human Rights and as a team coordinator at the NATO Summit. She has served as Czech Deputy Ambassador in Madrid, Deputy Ambassador of the Czech Republic to the OSCE in Vienna and the Permanent Representative of the Czech Republic to the UNESCO in Paris.

Ms Moozová graduated at the Prague Charles University Faculty of Law and has completed postgraduate studies at Diplomatic Academy in Madrid. She is married and has two daughters.

Annabelle Pinel

Big Data & HR Analytics Business Developer at Capgemini



With several years of experience in data field, Annabelle Pinel has seen how data has become "core" of the way businesses succeed or fail, and how organizational culture around data is key in this. Within Capgemini Insights & Data she is thrilled to develop Capgemini's portfolio, building new business & services around Data Analytics, Machine Learning and Artificial Intelligence for different companies. She is also leading the Big data & Analytics offer for HR department, which means providing to their customers disruptive HR capabilities leveraging new data technologies. The Data Revolution opens new possibilities for organizations every day – to her this is a truly exciting time to work in the Big Data space, finding and developing new insights, shaping innovation with brilliant talents, and delivering disruptive solutions to drive business value for our customers.

Ivan Scalfarotto

State Secretary for Economic Development and one of the Top 50 figures of the Global Diversity List, Italy



Ivan Scalfarotto has been Secretary of State for International Trade and FDI Attraction in the Italian Government since 2016. Before this, he was Secretary of State for Constitutional Reforms and for Government Liaison to Parliament. Elected in 2013 to the Lower House, he was the Vice President of the Democratic Party of Italy between 2009 and 2013. In April 2010 he founded "Parks", a non-profit association of companies committed to implement policies of equal opportunities for their own LGBT workers. Since 2015, he has been included in the "Global Diversity List - Top 50 figures in public life" listing world's most prominent individuals that actively contributed to the progress and acknowledgement of diversity rights. Graduated in Law, Scalfarotto has a 20 years professional background in the global banking sector as a HR Director in Milan, London and Moscow.

CLOSING REMARKS

Khadija Mouhaddab



Head of Partnerships and International Development of the Club XXI^e siècle

Khadija MOUHADDAB is member of the Board of Club XXI^e Siècle as Head of partnerships and International Development. She works at SUEZ where she has held numerous different positions, in marketing, sales, communication and sustainability. She has led many projects related to CSR, ethical responsibility and diversity. In particular she has forged an expertise in organizational change and in intercultural team management. She is also a specialist of dialogues among internal and external stakeholders, especially with associations and governmental and institutional stakeholders.

She began her career at Procter& Gamble then at 2M International, a pay-tv channel. She has a degree in business management from the Lyon Institut d'Administration des Entreprises. Parallel, she is also Administrator of Aquassistance, a SUEZ association for international solidarity and a member of the Steering Committee of the Chair Management, Diversity and Social Cohesion at Paris Dauphine University.

Gabriela Ramos



Chief of Staff and Sherpa to the G20, OECD

Gabriela Ramos is Chief of Staff and OECD Sherpa to the G7 and G20. Besides supporting the Strategic Agenda of the Secretary General, she is responsible for the contributions of the Organisation to the global agenda, including the G20 and the G7.

Ms Ramos also leads, and sets strategic direction for, the OECD's flagship Inclusive Growth Initiative and the New Approaches to Economic Challenges, while also overseeing the OECD's work on Education, Employment and Social Affairs. A champion for gender equality, Ms Ramos has overseen the launching of the OECD's Gender Strategy, and pioneered initiatives such as NiñaSTEM Pueden, an initiative to challenge stereotypes and encourage young girls in Mexico to take up STEM subjects. In recognition of her efforts on inclusive growth and gender equality, Ms Ramos was awarded the Forbes Prize for Entrepreneurial Excellence in June 2017.