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CONFERENCE OBJECTIVES

UNDERSTAND BUSINESS CASE

Understand the business and social case for aligning DEI with the organization's sustainability through measurable indicators.

2 TRANSFORM YOUR ORGANIZATION

Transform your organization from using diversity defensively as a matter of legal or ethical compliance to position it as a strategic asset to compete in the market.

3 USE GLOBAL DEI BENCHMARKS STANDARDS

Use Global DEI Benchmark Standards for gap analysis, benchmarking and strategy formulation and contribute towards sustainable development goals.

4 MEET WITH HIGHLY QUALIFIED BUSINESS COMMUNITY

Network with highly qualified business community to develop professional connections to leverage your career growth.



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BACKGROUND

Organizations today are dedicated to serving all stakeholders, including customers, employees, suppliers, regulators, shareholders and society at large. Future-focused organizations want to ensure long-term sustainability of the world and the people in this world. As organizations are increasingly becoming agile in their business model, supply chains, shared services and operational processes;stakeholders like diversity, equity and inclusion integration with business for sustainable outcomes, To optimize organizational results, creativity, innovation, problem solving, talent management and stakeholders engagement, organizational leaders need to adopt inclusive approaches, management strategies and governance styles that incorporate different perspectives, cognitive,

cultural and linguistic differences, and collaboration.

KEY STATISTICS

46 ORGANIZATIONS **INDUSTRIES**

300+ PARTICIPANTS

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DISTINGUISHED SPEAKERS

Guests of Honour



Akif Saeed

Chairman Securities and Exchange Commission of Pakistan



Maleeha Mimi Bangash

CEO BAJO Digital Ventures



Fatima Asad-Said

CEO Abacus





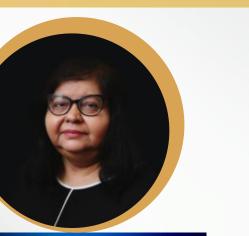
Dr. Ishrat Husain

Former Governor State Bank of Pakistan



Musharaf Hai

Former CEO Unilever and L'Oréal Pakistan



Jehan Ara

CEO Katalyst Labs



Moneeza Usman Butt

Partner KPMG Taseer Hadi & Co.



Shafaq Fauzil Azim Acting President and CEO PICG





Zaffar A. Khan

Former CEO Engro Corporation



Taimur Beiram Khan

Head of Business Development South ACCA Pakistan





Dr. Zahra Hoodbhoy

Associate Professor (Research) Department of Paediatrics AKU



Fahim Khalid Qureshi

VP Talent & Culture Mobilink Bank



Tazeen Shahid

Chief People Officer Jazz



Anum Afzal

Head Diversity-HR HBL



Farah Asim

Head of Corporate Affairs Faysal Bank Limited

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Dr. Sadia Nadeem

Dean Faculty of Management Sciences FAST-NUCES Islamabad Campus

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Mirza M. Asim Baig

Group Head HRMG National Bank of Pakistan



Beenish Kajani

Head of HR Engro Polymer and Chemicals Ltd



Azima Dhanjee

Co-Founder & CEO ConnectHear

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Gull Zareen Khan

Acting Head of HR Engro Fertilizers Limited



Omair Ahmed

CEO NOWPDP



Zahid Mubarik SHRM-SCP, GPHR, SPHRi

CEO HR Metrics

DEI CONFERENCE 2025: Speakers Topics

VISION, STRATEGY, AND BUSINESS IMPACT How to Develop a Strong Rationale for DEI Vision, Mission, and Strategy and Align It to Organizational Goals

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LEADERSHIP AND ACCOUNTABILITY

How to Hold Leaders Accountable for Implementing the Organization's DEI Vision, Setting Goals, Achieving Results, and Being Role Models

DEI STRUCTURE AND IMPLEMENTATION

How to Provide Visible, Dedicated Support and Structure with Authority and Budget to Effectively Implement DEI

RECRUITMENT

How to Ensure Attraction, Sourcing, and Recruitment is Done through the Lens of DEI

ADVANCEMENT AND RETENTION

How to Integrate DEI into Talent Development, Performance Management, Advancement, and Retention Strategies **11** CONNECTING DEI AND SUSTAINABILITY

How to Connect DEI and Sustainability Initiatives to Increase the Effectiveness of Both

12

COMMUNITY, GOVERNMENT RELATIONS & PHILANTHROPY

How to Be Proactive in Working with Community, Public-Private Partnerships, Government, and Society through Philanthropy

13 SERVICES AND PRODUCTS DEVELOPMENT

How to Embed DEI in Services and Product Development to Better Serve Diverse Customers and Clients

14

15

MARKETING AND CUSTOMER SERVICE

How to Integrate DEI into Marketing and Customer Service for Inclusive Brand Representation

RESPONSIBLE SOURCING

How to Practice Responsible and Ethical Sourcing While Developing and Nurturing Underrepresented Suppliers

JOB DESIGN, CLASSIFICATION, AND COMPENSATION

How to Evaluate Job Design and Classification for Bias and Ensure Equitable Compensation across Key Dimensions of Diversity

WORK-LIFE INTEGRATION, FLEXIBILITY & BENEFITS

How to Achieve Work-Life Integration, Flexibility, and Equitable Benefits with Accessible Flexible Work Options

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ASSESSMENT, MEASUREMENT AND RESEARCH

How to Ensure Assessments, Measurement, and Research Include a DEI Lens

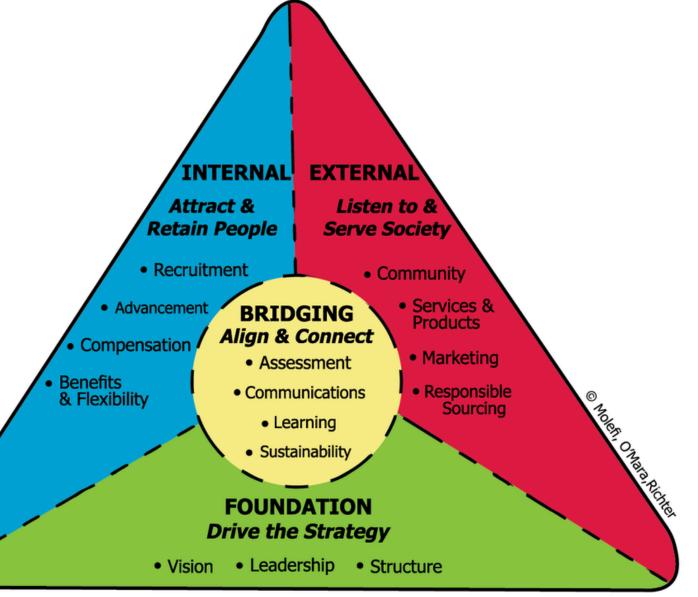
DEI COMMUNICATIONS

How to Make DEI Communication Clear, Simple to Understand, and a Crucial Force in Achieving Organizational DEI Goals

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DEI LEARNING AND DEVELOPMENT

How to Educate Employees to Achieve DEI Competence and Confidence for a Diverse, Equit and Inclusive Organization



Global Diversity, Equity & Inclusion Benchmarks

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