



# AGENDA

## november 18<sup>th</sup>

Hosted by: Sara de Melo Rocha  
Journalist, CNN  
Grande Auditório (Main Auditorium), ISCTE

09:00-09:30

### Check-in

9:30  
10am

### Opening Session

Maria de Lurdes Rodrigues | Rector, ISCTE-IUL  
Sara Lopes da Silva | Member of the Portuguese Association for Diversity & Inclusion (APPDI)  
Gilke Eeckhoudt | Chief Development and Sustainability Officer, Ageas Group

10:00  
10:30

### For a future of equity

Cláudia Semedo | Presenter, actress

10:30  
11:30

### Diversity, Equity and Inclusion in the Portuguese organisational landscape: Trends and challenges

Mónica Canário (moderation) | Project manager of the Portuguese Association for Diversity & Inclusion (APPDI)  
Inês Carneiro | Post-doctoral researcher, CIES-ISCTE  
Rosa Monteiro | Professor at Economy faculty at University of Coimbra and State secretary for Citizenship and Equality in the XXI, XXII governments  
Ana Castro Sanches | VP of ESG and Organizational Development, Teleperformance  
Sara Lopes da Silva | Human Relations Director and DE&I Lead, L'Oréal Portugal  
Katrien Buys | Innovation and Sustainability Director, Grupo Ageas Portugal

11:30-12:00

### Coffee break

12pm  
01:00

### How to maintain critical thinking on DEI? Past, present and future

Asif Sadiq | Chief Global DE&I Officer at Warner Bros. Discovery

01:00-02:00

### Lunch

02:00  
03:30

### Inclusive Talent Management: Potential to be explored

Eduardo Caria (moderation) | People & Organization Director, Grupo Ageas Portugal  
Pedro do Carmo Costa | Co-founder and Director, Pulsely  
Bernice Tonino | ESG Manager, Teleperformance  
Filipa Pinto Coelho | Executive President Joyeux Portugal, Executive President VilacomVida  
Paula Lobinho | Responsible for Diversity, Inclusion and Institutional Partnerships areas, El Corte Inglés

03:30-04:00

### Coffee break

04:00  
05:00

### Leaders for Equality: The Organizations path towards a fairer society

Mariana Brilhante (moderation) | Co-founder, Diversity & Inclusion Journey  
Maria João Ricou | Senior Partner, Cuatrecasas  
Rodrigo Simões de Almeida | CEO, Marsh & Mercer Portugal  
Laurinda Alves | Executive Director of Diversity, Equity & Inclusion, NOVA SBE  
Helen Duphorn | Former IKEA Portugal Country Retail Manager





09h00-09h30

### Check-in

**09:30**  
**10am**

### Opening Session

Luís Menezes | CEO, Grupo Ageas Portugal

Nádia Cruz | Direction of the Portuguese Association for Diversity & Inclusion (APPDI)

Pedro Duarte | Minister for Parliamentary Affairs

Inês Simões (moderation) | Head of Corporate Communication, Brand and Organizational Culture, Grupo Ageas Portugal

Amanda Lima | Journalist, Diário de Notícias

Paula Cosme Pinto | Co-author of the "Um Género de Conversa" podcast, activist and chronicler

Margarida Vaqueiro Lopes | Editor of EXAME and deputy director of Visão

Wilson Ledo | Journalist, TVI and CNN

Maria Flor Pedroso | President of Journalists Club

**10:00**  
**11:00**

### Equity and Inclusion: The role of the media

11:00-11:30

### Coffee break

Catarina Barreiros (moderation) | Founder of Cidade do Zero and Projecto do Zero

Américo Nave | Executive Director of Crescer

Ester Rosa | Project National Coordinator, Associação Salvador

Ricardo Carvalho | Founder of Social Innovation Sports

Raquel Pacheco | Mayor of the Union of Parishes of Almada, Cova da Piedade, Pragal and Cacilhas and Anthropologist

Laurence Facon | Director Strategic Transformation, Sustainability and Quality, Cofidis Portugal

**11:30**  
**1pm**

### Social Impact & DEI: Critical dimensions of Sustainability

01:00-02:00

### Lunch

Sofia Branco (moderação) | Journalist, Lusa

Rita Pires dos Santos | Chairwoman of the Board of Acesso Cultura

José Reis | Head of the Department for Equality and Against Racism, Xenophobia and Discrimination, Agency for Integration, Migration and Asylum (AIMA)

Sandra Ribeiro | President of the Commission for Citizenship and Gender Equality (CIG)

Carla Tavares | President of the Commission for Equality in Labour and Employment (CITE)

**02:00**  
**02:30**

### Public policies & Social Justice: Materializing systemic change

03:30-04:00

### Coffee break

Rui Maria Pêgo (moderation) | Announcer and Host

Catarina Oliveira | Diversity Consultant and Trainer, Espécie Rara Sobre Rodas

Tânia Graça | Psychologist and Sexologist

Guadalupe Amaro | Veterinarian, association leader, communicator and co-host of the Bar Aberto podcast.

**04:00**  
**05:00**

### Dimensions of Diversity and the impact on digital

05:00-05:30

### Closing

