



Scottish In-Person Networking
Inclusion in Scotland

Wednesday, 8 October 2025



Agenda

Introductions

Welcome from Shepherd and Wedderburn

Table discussion: The Current DEI Landscape

Table discussions

Comfort break

Table discussions

Final reflections and close

Who we are

At Onvero, we empower employers to build **diverse teams** and **inclusive cultures** where everyone can **thrive**. We are proud to support over 400 forward-thinking organisations by providing:

- Expert guidance and best practice
- Tailored training and consultancy
- Exclusive networking opportunities
- And thought leadership on creating inclusive workplace cultures

Explore more at: onvero.org.uk

Who we are

[Linkedin - Onvero](#)

A quick reminder

- We are dedicated to providing an inclusive event experience for everyone.
- All participants should be respectful of others, this includes the host, facilitators, guest speakers, and delegates.
- Discussions should be relevant to the event theme and appropriate for the professional audience.

Welcome from our venue host

Gillian Carty
Partner
Shepherd and Wedderburn



Introduction

Shepherd and Wedderburn

- Who we are
- Why inclusion matters to us
 - Our Colleagues
 - Our Clients
 - Our Responsibility



Inclusion in our business

- People Strategy and Strategic DEI Plan
- Business pillars
 - Recruitment/retention
 - Talent development
 - Culture and Policies
 - Client engagement
 - Suppliers/ partnerships



Inclusion at Shepherd and Wedderburn



Together Groups



Champions



Voices



Representation



Leadership

Inclusion beyond Shepherd and Wedderburn



Measures of success

- Internal
- External



A firm survey every two years to understand how our colleagues feel about the firm in terms of belonging and engagement.

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Table discussion - 20 minutes

The Current DEI Landscape – Challenges and Opportunities

- What are the biggest challenges facing your organisation?
- What are the biggest opportunities?

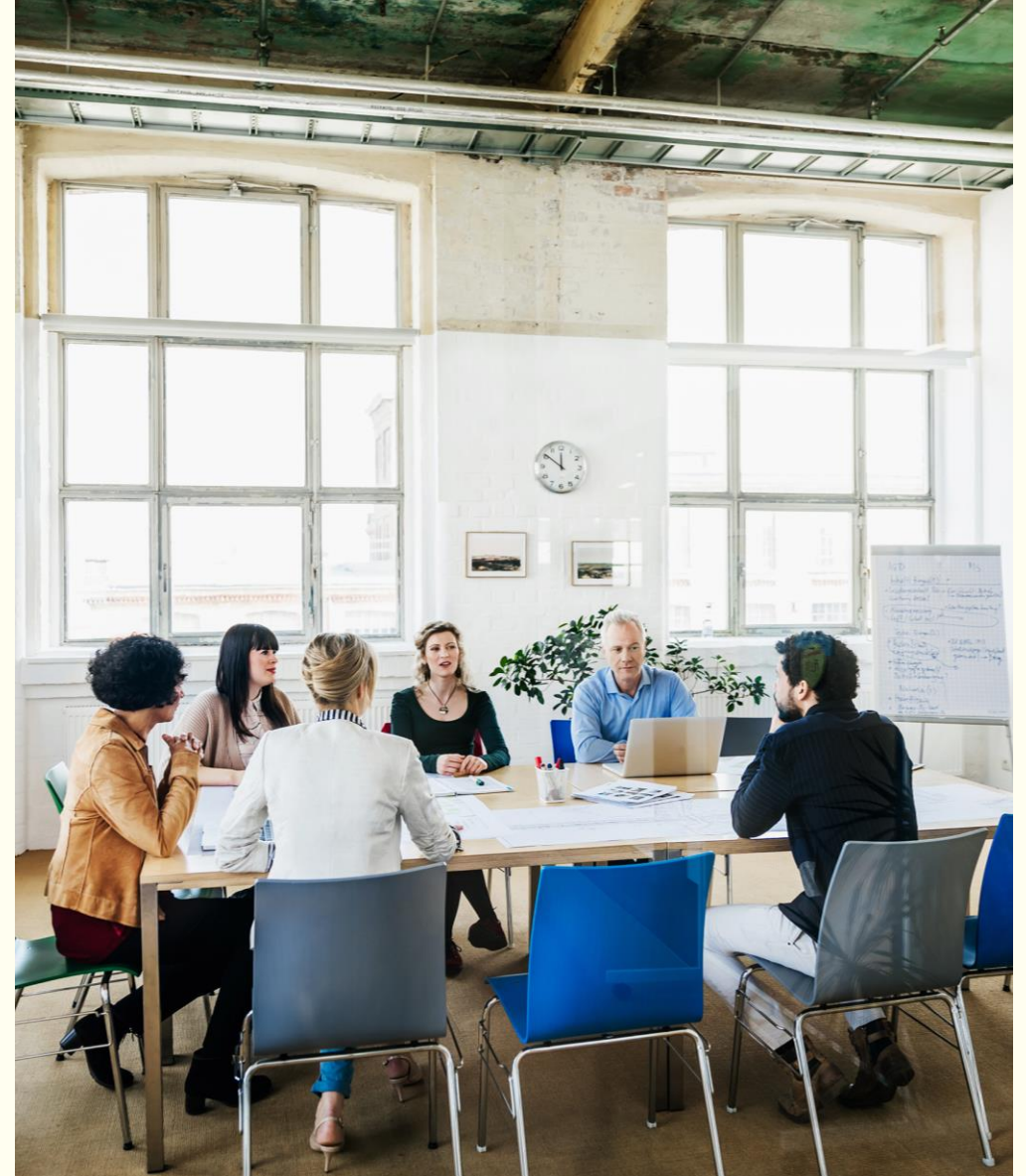


Time for a short break...



Roundtable Discussions – Table Topics

1. Building Inclusive Leadership
2. Breaking Down Barriers
3. Tokenistic versus Authentic Inclusion
4. Building Inclusive Cultures and Psychologically Safe Environments
5. Innovative Steps to Improve Diversity and Inclusion Through Recruitment
6. Engaging with Those Sceptical of DEI and DEI Initiatives



What's in a Pronoun? Understanding Identity at Work

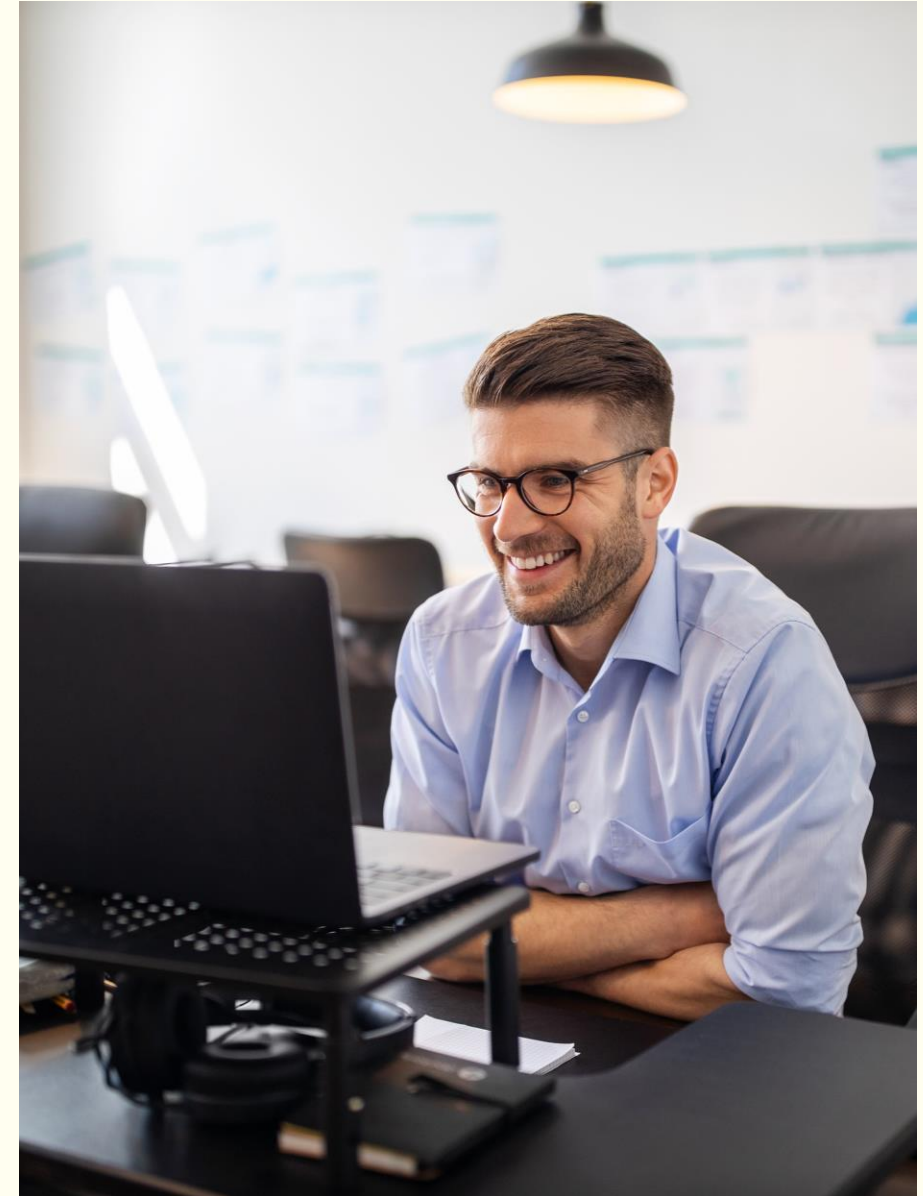
9 October - 11:00 am - 12:00 pm

Invisible Disabilities Week: Making Hidden Disabilities Part of the Conversation

21 October - 12:00 pm - 1:00 pm

Principles for a Thriving Workplace Culture

23 October - 11:00 am - 12:00 pm

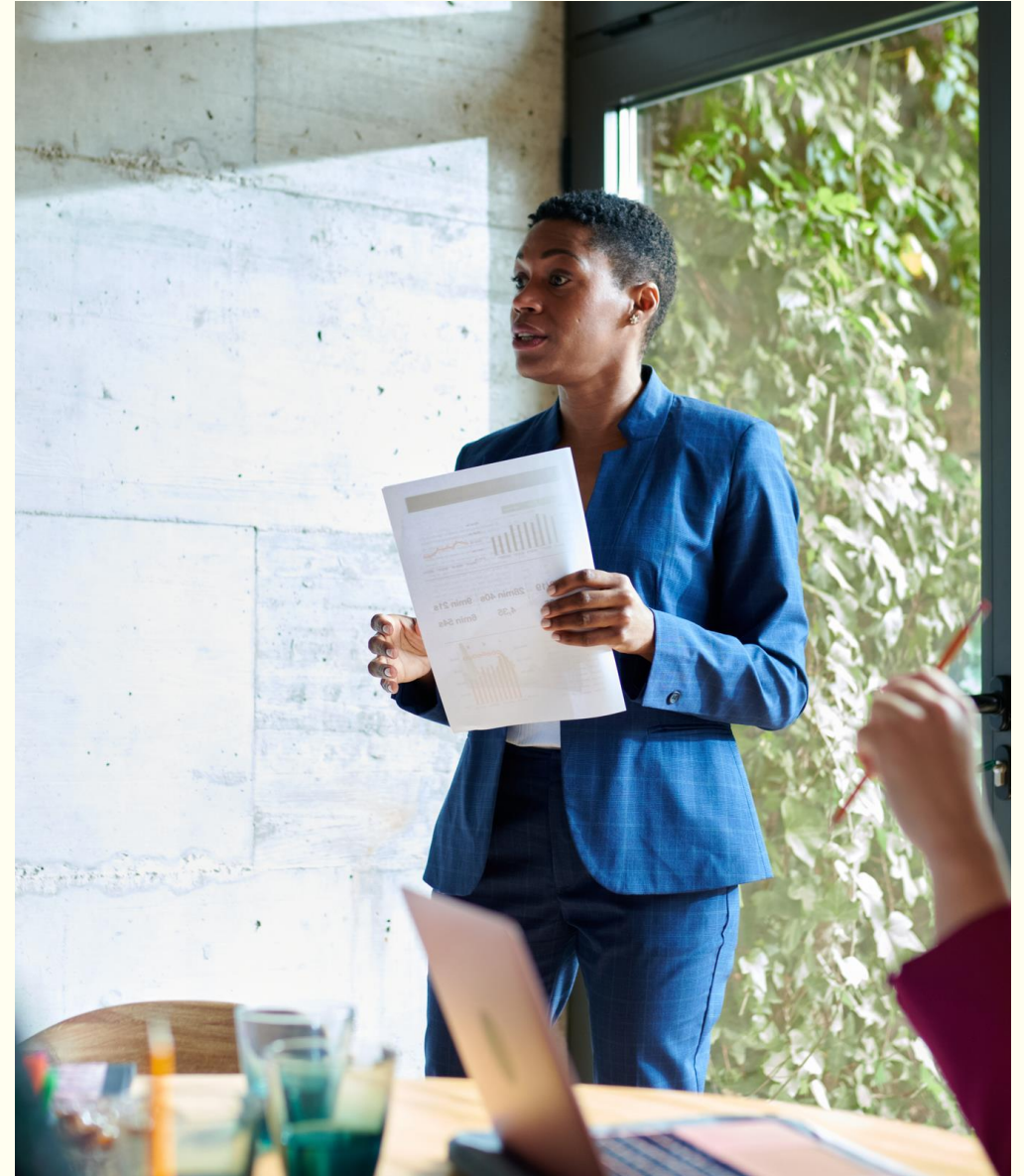


Can we support further

If you would like to explore any of the topics discussed further, your account manager can assist in making full use of your membership.

Onvero can provide support in several areas, including:

- Reviewing a policy or procedure;
- Designing and delivering training;
- Diving deeper into a topic or query; or
- Identifying additional resource guides.



Final reflections





[In person feedback form](#)

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Thank you!

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