**Equity, Diversity, Inclusivity**

**Wednesday 9th February 2021 - 11am (UK Time) / 1pm (Malawi Time): 90 mins**

Zoom link will be provided upon registration (see link below)

[Full event details](https://www.scotland-malawipartnership.org/events/equity-diversity-inclusivity)

**AGENDA:**

**Aims**

The aims of this event are to:

* explore equity, diversity and inclusion in Scotland, Malawi, and in our bilateral relationship together, listening to a range of voices and views
* explore the cultural context in both Scotland and Malawi and highlight work being done to increase inclusivity in both nations
* explore who in each country might currently be excluded from the bilateral relationship, surfacing issues respectfully
* consider how we, as a community, can help build inclusive working practices, hearing positive and negative experiences from a spectrum of individuals
* discuss the benefits of widening participation and generate practical suggestions as to how to encourage this in Scotland and Malawi
* identify scope for meaningful, relevant training at a future date for our members and the secretariates of the Scotland Malawi Partnership (SMP) and Malawi Scotland Partnership (MaSP).

It is recognized that the thematic areas covered are not exhaustive in representation and that ongoing openness and reflection will continue. This is not the end of the conversation.

We ask everyone joining this meeting to come with an open mind and a willingness to listen to and engage viewpoints different to their own in a respectful manner.

Contributions from our named speakers will be recorded and available online afterwards for those who cannot join live. The open discussions and Q&A will not be included in the final recording.

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| **UK** | **Malawi** | **Item** | **Lead** |
| 11am | 1pm | Welcome & scene-setting | **David Hope-Jones** &  **Stella Masangano**,  Chief Executives of the Scotland Malawi Partnership & Malawi Scotland Partnership |
| **Equity, diversity, inclusivity in the bilateral relationship:** | | | |
| 11.07 | 1.07 | Hearing the voices of the poverty-experienced | **Gift Thompson & Emma Wood**,  StekaSkills & SMP Trustees |
| 11.14 | 1.14 | A Malawian Diaspora and multi-faceted viewpoint | **Mrs Joyce Phiri**,  Chair Association of Malawians in Scotland, SMP member |
| 11.21 | 1.21 | Q&A and Discussion | **All** |
| **Equity, diversity, inclusivity in Malawi** | | | |
| 11.28 | 1.25 | Malawi Human Rights Commission’s work, priorities & perspectives | **Commissioner Chokondi Chijozi**,Commission Representative |
| 11.35 | 1.35 | People with Albinism & Disabilities | **Hon Overstone Kondowe MP**,  Special Presidential Advisor on Persons with Albinism & Disabilities |
| 11.42 | 1.42 | An LGBTQ+ perspective from Malawi | **A Spokesperson**,  Nyasa Rainbow Alliance/Frontline Defenders |
| 11.49 | 1.49 | A viewpoint on traditional/cultural norms in Malawi | **MaSP member** |
| 11.56 | 1.56 | Q&A and Discussion | **All** |
| **Equity, diversity, inclusivity in Scotland:** | | | |
| 12.03 | 2.03 | Perspectives from a veteran political campaigner & community activist | **Councillor Graham Campbell**, political campaigner, community activist and Glasgow's first African Caribbean Councillor |
| 12.10 | 2.10 | Equitable practices & reducing the disability employment gap | **Federico Marchiolli,** Diversity and Inclusion Consultant at ENABLE works |
| 12.17 | 2.17 | Q&A and Discussion | **All** |
| 12.24 | 2.24 | Actions & Concluding Remarks | **David Hope-Jones** &  **Stella Masangano** |
| 12.30 | 2.30 | Meeting Ends | **All** |

Those who wish to stay after the stated end time of the meeting for informal discussions around the themes raised are welcome to do so.