

TIME	TOPIC	SPEAKERS
9:30-10:15	Refreshments and Networking	
10:30-10:45	Welcome to Belfast and Northern Ireland European Aquatics President European Aquatics DEIB Chair/CEO Swim Ireland High Sheriff of Belfast	Antonio Da Silva Sarah Keane Sammy Douglas representing the Mayor of Belfast Micky Murray
10:45-10:50	Video 1	
10:50-11:45	“Dive into the Why for DEI” Panel Discussion	Dale Neuburger , Treasurer of World Aquatics-International Swimming Hall of Fame Emer O’Neill , Author, Speaker, represented Ireland in Basketball Peter Ryan , Paralympian Tandem Cycling
11:45 – 11:50	Video 2	
11:50-12:45	Best Practice DEI Models – Panel Discussion Welcoming Women on Boards, Women in Coaching and Disability Inclusion DEI is about including everyone in Aquatics, but it is also about the future success of our Clubs, National Governing Bodies and Federations. This session will address the challenges but focus more on the growing opportunities that DEI can create and develop.	Karen Webb , Aquatics GB Ulrika Sandmark -Sweden Aquatics Sports Director Nuala Walsh -World Athletics Gender Commission Jason Smyth -6x Gold Medalist Paralympian (Athletics)
12:45- 13:00	Video 3	
	Video 4	
13:00-13:40	Lunch	
13:40 – 13:55	Feedback Session	Emer O’Neill Alicia McConnell
13:55-14:10	Announce of the European Aquatics Charter	
14:10 – 14:15	Video 5	

14:15 – 15:15	<p>“Cultural Competencies” and “Unconscious Bias”</p> <p>As sports advocates, we are always exploring new innovations and methods to improve athlete performance, and there is always a “team behind the team” such as the physio, coach, manager, etc. So, shift that to our own performance, such as a sports administrator, it is important to understand and be aware of our assumptions, styles, challenges and skills. When we recognize our unconscious biases, we can refine our performance.</p>	<p>Mamobo Ogoro-PHD Social Psychologist GORM Media</p>
15:15-15:20	<p>Video 6</p>	
15:20-16:10	<p>Creating a comprehensive media and marketing strategy</p> <p>Representation is key to attracting and engaging all audiences. Differences broaden creativity and innovation and understanding your membership helps building your brand</p>	<p>Elsa Arapi-Senior Sports Rights Manager EBU and Women in Sport Project Lead Ciaran Gallagher-European Gymnastics and CEO Gymnastics Ireland Somnath Dasgupta-Marketing Director, Global Sports Partnerships and Africa, in Guinness's Global Brand Team Diageo</p>
16:10-16:25	<p>Conference Take Aways</p>	<p>European Aquatics DEIB Commission</p>
16:25-4:30	<p>Closing Statement</p>	<p>Antonio da Silva, President European Aquatics</p>