



PROFESSIONAL DIVERSITY AND INCLUSION CONFERENCE

12th – 15th October 2021, Gold Crest Hotel, Mwanza



DIVERSITY AND INCLUSION MANAGEMENT CONFERENCE **12th – 15th October 2021, Gold Crest Hotel, Mwanza**

**THEME: BUILDING A DIVERSE AND INCLUSIVE SOCIETY IS EVERYBODY'S
RESPONSIBILITY**

LETTER OF INVITATION TO PARTICIPANTS

The **Tanganyika Law Society (TLS)** has embarked on a special **Value Added Program (VAP) in 2021**, to create a number of initiatives addressing the needs of the General Public on a wide range of issues. Among the emerging issues globally, the concern on **Diversity and Inclusion** has taken a high priority and is considered to be of major priority needing attention in a number of countries and in particular among specific ethnic minority groups in different countries.

Defining and Understanding Diversity and Inclusion

Some of the key areas that are of concern in Diversity and Inclusion are the following: Nationality, Ethnicity, Culture, Gender, Religious affiliation, Disability, Sexual orientation, Age, Skills, Experience, Education, etc. The Professional Diversity and Inclusion Management Conference seeks to unravel the hidden puzzle and deal with critical issues to improve Individual and Corporate understanding and acceptability of such issues. By acknowledging the presence of the emerging challenges, one can go beyond what is seen as face value and deal with the opportunities presented by this situation to improve and enhance the quality and sanctity of life that is a God-given gift to each of us.

Dealing with Diversity and Inclusion

Generally, there is a good level of understanding of what constitutes Diversity related issues, but the more challenging aspects are centered around Inclusion which embodies people respecting and appreciating the different value system. Diversity and Inclusion is increasingly important as it either raises or cools the temperature within communities and has a bearing on the political, social and economic environments. Since these issues are closely linked with culture, ethnicity, religion, etc., the sensitivities are high and hence we need an enhanced level of maturity to cope with the differences among people.

Space in which Diversity and Inclusion operates

Diversity and Inclusion has covered ground within the family set up, society at large as well as in the professional domain such as in workplaces and businesses. It has an impact on attracting and retaining top talent, respecting the opinions of others, creating space for people to demonstrate their talent and potential, improve on problem solving and decision making capabilities, being creative and innovating in thinking new and practical solutions, growing the customer base to meet the ever growing demands of the population and in fact improving the productivity and morale of people within different set ups.

Target Audience

Any individual at Board or Senior Management Level, Directors, Managers, Supervisors, Human Resource Officers, Operations Staff, Customer Account Executives, Finance and Accountants, IT Staff, Research and Development officers, Receptionists and Front Desk Officers, Customer Care and Support Staff, Marketing and Sales Staff and indeed a wide range of positions and functions that deal with people.

Target Sectors

Today more than ever, there are certain businesses that need to incorporate Diversity and Inclusion in the development and marketing of their Products,

Services and Solutions. They need to have a number of unique skills and techniques in order to attract and retain Clients and potential Customers. Organizations need to attract Investors, vie for top talent to support their business, creative and innovative technology savvy Executives, that bring in the dynamism and vibe across the organization, etc. Such sectors are across the Public Sector, Private Sector, Civil Society (CSOs) and Non-Governmental Organizations (NGOs).

Priority Industries

Priority Sectors that are the focus of such initiatives: Banking, Insurance, Manufacturing, Law Firms, Engineers, Contractors, Aviation, Airlines, Shipping and Courier companies, Transport and Logistics, Procurement and Materials Management, Professional Advisory and Consultancy Services, Audit and Accounting Firms, Medical and Pharmaceutical industry, Music, Sports, Entertainment and Film Industry, Supermarkets, Fast Food, Hotels, Bars and Restaurants, Hospitality and Tourism, Education and Health Sector, Agriculture, Fisheries, Infrastructure, Communications, etc.

The Program Sheet

This is a 4 Day program geared to cover a number of areas touching Diversity and Inclusion. Special attention is given to allow a very Participatory Style in the Workshop Sessions for Participants to interact, design and develop tools and techniques and to allow for sufficient time for Social Networking and building Business Linkages.

How to Register for Conference Participation

For any clarifications and support, kindly contact:

Ms. Rose Salvatory, Program Coordinator, TLS

Cell: 0719 885 748 / 0779 626 281

Email: rsalvatory@tls.or.tz

A. For Tanganyika Law Society (TLS) Members

1. Get into the Wakili Database: wakili.tls.or.tz
2. Pay with the Control Number provided

B. For General Public: Payment direct to the Bank

PAYMENT MODE: PHYSICAL ATTENDANCE:

Participation in D&I Conference: TZS 500,000/- (Four days)

Bank Name:	NBC Ltd
Branch:	Corporate
Account Name:	Tanganyika Law Society
Account No:	011101018617

PAYMENT MODE: VIRTUAL ATTENDANCE:

Participation in D&I Conference: TZS 200,000/- (Four days)

Bank Name:	NBC Ltd
Branch:	Corporate
Account Name:	Tanganyika Law Society
Account No:	011101018617

Appendix 01: Program Sheet for D&I Conference in Mwanza

DAY 01: TUESDAY, 12TH OCTOBER 2021 – EMERGING VALUES ON DIVERSITY AND INCLUSION IN THE SOCIETY

KEY ACTIVITIES

Key Note Address and Official Opening of the Diversity & Inclusion Management Conference

- *Building a Diverse and Inclusive Society is Everybody's Responsibility*

Health Break

Session 01: Learning to Live in a World of Differences

- *The Definition of Diversity and Inclusion*
- *Best Practices to coping with Differences*

Edutainment on Diversity & Inclusion

Lunch | Social Networking

Session 02: Group Activity | Role Plays on Diversity and Inclusion in Society

Social Networking Cocktail | End of Day 01

DAY 02: WEDNESDAY, 13TH OCTOBER 2021 – DIVERSITY IN THE WORKPLACE

KEY ACTIVITIES

Session 03: Creating an Organization Culture: Balancing Diversity and Inclusion for Increased Productivity

- Salient Features of an Organization Culture
- Mixed Leadership and Management Teams
- Diverse competencies in Project Teams

Health Break

Session 04: Disability and Work: The United Republic of Tanzania's Workplace Policies in the Persons with Disabilities Act of 2010

- **Panel Discussion on the Challenges and Opportunities:** Perspectives from:
 - Public Sector
 - Private Sector
 - CSO/NGO Sector

KEY ACTIVITIES

Open Plenary Session: Q&A

Lunch | Social Networking

Session 05: Creating the Right Environment for Managing Diversity and Inclusion in High Performing Teams

- Age | Skills | Experience | Expertise | Religion | Ethic Background | Culture
- Education | Family Upbringing | Creativity | Innovation | Solution Oriented

Health Break | End of Day 02

DAY 03: THURSDAY, 14TH OCTOBER 2021 – GENDER PARITY

KEY ACTIVITIES

Session 06: Enhancing Gender Equality and Equity within the Tanzania Society

- **Case Study:** Top 10 Issues from the Gender Desk of the Tanzania Police Force (TPF)
- **Case Study:** Experience from a Local CSO in Mwanza

Health Break

Session 07: Balancing Roles and Responsibilities in Gender Parity

- **Breakaway Sessions on Challenges and Opportunities in Mwanza:**
- Mining Sector
- Agriculture and Livestock Sector
- Fisheries and Fish Farming Sector

Lunch | Social Networking

Session 08: Respecting the Roles, Responsibilities and Contribution of Men and Women in Family and in Nation Building

- A Special Debate on How Men and Women play their cards in different situations
- A Fun way to learn life's lessons

Health Break | End of Day 03

**DAY 04: FRIDAY, 15TH OCTOBER 2021 –
DESIGNING AND DEVELOPING A DIVERSITY AND INCLUSION
MANAGEMENT TOOLKIT**

KEY ACTIVITIES

Session 09: Group Exercises in Preparing the Diversity and Inclusion Toolkit

- Policy | Guidelines | Templates
- Recruitment | Training | Succession Planning
- Compensation & Benefits | Special Activities

Health Break

Session 10: Feedback from Group Discussion

Plenary Session:

- Q&A Session
- Recommendations on Way Forward

Vote of Thanks

Distribution of Certificates to Participants

Closing Remarks

Tour to Excursion Sites in Mwanza

Gala Dinner | End of D&I 2021 in Mwanza

Appendix 02: Participation Form for D&I Conference in Mwanza

Full Name of the Participant:	
Name of the Organization:	
Position:	
Mobile No 01:	
Mobile No 02:	
Official Email ID 01:	
Private Email ID 02:	
Physical Address:	
District:	
Region:	
Country:	

COVID-19 PROTOCOL

SPECIAL COMMUNICATION ON COVID-19 PROTOCOL AT THE CONFERENCE VENUE

In organizing the **Professional Diversity and Inclusion Management Conference 2021**, TLS has paid keen attention to the directives given by the **Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC), Tanzania**, in dealing with COVID-19.

In this regard, we advise all our Participants, Service Providers and indeed all Stakeholders to also take necessary precautions before, during and after the Conference. We understand that its everybody's responsibility to be concerned and to take care of each other.

IN THIS REGARD, THE FOLLOWING ARE **OUR ARRANGEMENTS**:

- ✓ **Sanitization** of the Conference Venue
- ✓ **Temperature Check** for all Participants and Service Providers
- ✓ **Social Distancing** at the Venue and other relevant locations
- ✓ Mandatory wearing of **Face Masks** for all Participants and Service Providers
- ✓ **Face Masks** will be provided at the Conference Venue for those who may need them
- ✓ Washing of **Hands** with soap in running water
- ✓ There shall be **Sanitizers** on all tables at the conference venue
- ✓ Any other action as may be appropriate or advised from time to time

Please Note:

The Conference Secretariat and the Hotel may assist any Participant, Service Provider or Stakeholder who will be uncomfortable due to certain symptoms to see a Medical Doctor for treatment.

