

Equity, Diversity and Inclusion Conference



RCN HQ, London

Monday 15th December 2025

Purpose:

Participants will explore in depth the importance of being able to navigate inclusive language and how to navigate the space when it doesn't always go right. Workshops to explore some real-life examples and best practice on what you can do to support creating an inclusive workplace for yourself and all of your colleagues as well as exploring inclusive nursing practice.

Intended outcomes:

The event will:

1. Be more aware and confident in using inclusive language and how to approach it.
2. Be able to identify and know how to make workplaces and nursing practice more inclusive.
3. To understand the importance of civility and the impact and damage of incivility to help you create a respectful, supportive and inclusive working environment that delivers powerful benefits for patient care.

Programme at a glance

09.45	Registration, exhibition, networking and refreshments
10.15	Welcome and housekeeping by Sophie Ford, <i>RCN Equity and Inclusion Lead</i>
10.20	Opening of the Conference Nicola Ranger, <i>RCN General Secretary and Chief Executive</i>
10.30	Inclusive language- an interactive practical session, Hayley Bennett, <i>HTVB</i>
11.30	Refreshments and exhibition viewing

11.45	Workshops- Creating inclusive workplaces	
	Cowdray Hall	Room 101/102
	Stepping Up As An Inclusive Colleague	Tackling Culture Wars in the Workplace: How We Win
	Stella Sutcliffe, <i>Inclusive Employers</i>	Becki Winson and Safiah Fardin, <i>RCN Activism Academy</i>
12.45	Lunch and exhibition viewing	
13.30	Workplace Incivility- Bruno Daniel, <i>RCN Inclusion Programmes Lead</i>	
14.30	Refreshments and exhibition viewing	
14:45	Workshops- Inclusive nursing practice	
	Cowdray Hall	Room 101/102
	Transforming Cultures for Inclusion in Nursing	The Perpetual Cycle of Racial Bias in Healthcare and Healthcare Education
	Jennifer Izekor, <i>Above Difference</i>	Vittoria Sorice, <i>Senior Lecturer in Advanced Clinical Practice/Non-Medical Prescribing</i>
15.50	Closing remarks Patricia Mbasani, <i>RCN Chief People Officer</i>	
16.00	Conference close	

Please note these programme details and timings are subject to change. A final programme will be in your delegate pack at the event.