

## Agenda

### 08:40 | Participant Registration

### 09:00 | Welcome & Opening Remarks

Lestat MONROE, Founder & Board of Director, the Romanian Diversity Chamber of Commerce

Loreda Dragomir, Founder & Managing Partner, the Head Hunting Agency

### 09:15 | Panel 1: Unconscious Bias in Recruitment

#### Speakers:

Corina Neagu, International HR Strategist, Founder, DARE

Robert Banner, Talent Acquisition Strategist Specialist, Founder, Referius

Mirela Bracau, Talent & Performance Lead, KRUK

Andreea Ion, Culture & Growth Catalyst, Druckfarben

Gerard Koolen, Group Managing Partner, Lugera

- Awareness programs to tackle unconscious bias during hiring.
- Establishing standardized evaluation protocols for equitable decision-making.
- Leveraging technology to identify and mitigate biases in recruitment.
- Helping leaders and managers hire the best talent in an inclusive, equitable, and accessible way.

### 10:15 | Panel 2: Accessible Job Descriptions and Outreach

#### Speakers

Ana Lupulescu, HR, Prodlacta

Gabriela Costache, Senior People Manager Cluster Balkans, Havi Romania

Catalina Arhire, Employer Branding, Undelucram.ro

Razvan Bran, Leader, EMEA Customer Demand, Lenovo

- Crafting inclusive job descriptions to attract diverse talent.
- Widening outreach for underrepresented candidates.
- Building pipelines for underrepresented groups, including the Roma and LGBTQI+ communities.
- Partnering with organizations to expand outreach efforts.
- Attracting ethnic minority leadership talent and offering an inclusive recruitment process.

### **11:15 | Coffee Break & Networking**

### **11:30 | Panel 3: Inclusive Interview Techniques**

#### **Speakers**

**Ruxandra Comsa**, Country Recruitment Manager, Accenture Romania

**Cristina Ilie**, Head of Talent Acquisition, Europe & Africa, BAT România

**Cezar Carligeanu**, Head Of Sales, OLX Romania Portugal Bulgaria

**Gabriela Rosca**, Founder, Joblee & SMART HR Event

- Structuring interviews around job-related competencies.
- Adopting diverse interview panels for equitable evaluation.
- Ensuring accessibility in application processes and interview settings.
- Attracting and recruiting career returners to increase diversity within the business.

### **12:30 | Panel 4: Training and Education for Recruiters**

#### **Speakers:**

**Elena Popa**, HR Manager, LEONI Romania

**Tatiana Mircea**, Human Resources Transformation Director, Board Member, Edenred

**Estera Anghelescu**, Recruiting & Employer Branding Director, Kaufland Romania

**Argentina Rafail**, Counsel at Dentons, Co-Head of Employment and Labor Practice

- Legal Compliance & Inclusive Hiring Policies
- Inclusive Recruitment Strategy & Success Stories
- Practical Steps for Accessible & Inclusive Hiring
- Training & Certification for Inclusive Hiring
- The Role of Employees with Disabilities in Recruitment

### **13:30 | Q&A Session**

### **13:45 | Closing Remarks**

**Loreda Dragomir**, Founder & Managing Partner, the Head Hunting Agency

### **14:00 | Networking Lunch**

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Kaufland, Accenture, Dentons, Head Hunting Agency