

**D&I CHANGEMAKERS
CONFERENCE 2024**

**#EmPoweredDEI
4-5 DECEMBER**

**DEI as a habit,
a class like no other!**

High level presentation

DEI as a Habit – a class like no other!

Approx. 40% of our daily behaviors are habits - the way we think, act, and make decisions. We all struggle with making changes and being disciplined in our choices - but hey! It's normal!

The solution?

Stop relying on motivation, leave frustration behind and hack your behavior through the power of habits!

LET'S MAKE HABITS YOUR SUPERPOWER!

This class is for your organization if

- You want every **employee to be an architect of the DEI culture** and to demonstrate DEI-supporting behaviors.
- You have reached the stage where DEI awareness is no longer the solution, but rather **a change in behavior is the expected outcome**.
- You have on and off successes but want to see **a sustained DEI impact** across all levels of the organization.
- Your organization is changing. Employees need to be able to **adapt quickly and develop new routines**.
- A sustainable and **employee-driven DEI culture is your priority**.
- You are seeing a **decline in engagement, motivation and drive** for the DEI agenda.

The “Why?” behind the “DEI as a habit Class” and setting up a world record together!

- By encouraging people to gather onsite to attend the DEI lesson, we want to empower teams and their local DEI agendas, and to evoke the spirit of **collaboration, connection and collective impact**.
- As the power of individuals and local teams grows, and the world landscape becomes more complex, there is a need for **high-impact, sustainable DEI behaviors**.
- Sustainable and emPowering DEI requires collectively driven change, where **everyone is a Changemaker**.
- **Learning and behavior change is complex** but can also be fun!
- The more people from organizations participate in the class, the greater the impact.

Class objectives

- Encourage participants to adopt a „small steps lead to big results” mindset.
- Better understand the power of habits and how to apply them in the DEI context.
- Develop a tactical approach towards DEI behaviors by learning the behavior mechanics.
- Learn the habit formula to be able to build individual and team DEI rituals.
- Understand how to increase the habit potential of a desired behavior.
- Develop organization-specific DEI Habits that will serve as inspiration and best practices for the rest of the teams.

Your ROI when you sign up your organization

- **Engage** multiple workplaces in a group course on ritualizing DEI behaviors.
- **Educate** participants on how to move from DEI values to DEI tactics.
- **Empower** teams and their local DEI agendas.
- **Evoke** the spirit of collaboration, connection and collective impact.

Class details

Formula & Delivery

Date: Dec 5th

Formula: Hybrid, 2 parts

Duration: 75 min (15 min online + 60 min onsite)

Delivered by: Diversity Hub Expert (online part) + Facilitator within the joining organization (onsite part)

Facilitator will get a Train The Trainer session and additional Training Kit to be set up for a successful delivery.

Language: English / Polish

Part 1 | 15 min online

A part of the conference program, hosted by Diversity Hub. Serves as an introduction to the topic, and part #2 of the class.

It's mandatory and requires registration through the conference website. Individuals within the organization who have signed up for the class are recommended to watch the class together. A recording will be made available for those unable to attend at this time, but the live version is optimal.

Part 2 | 60 min onsite group session

As a continuation of an online session, led by a designated facilitator from the organization.

- The class is conducted f2f at the workplace.
- The focus is on hands-on practice, working with the Habits Formula and mapping the organization's habits to the Habits Formula.
- To set up the facilitator and a group up for success, the facilitator will be trained, provided with a session scenario and materials to moderate and rock the session!
- This session is a workshop formula with group interaction.

Requires registration by Oct 15, managed by the joining organization.

Benefits for class participants

- Attend a class that has not yet been introduced in the L&D portfolio.
- Just 1 hour invest**ME**nt.
- Become an architect of one's own behavior, maximize chances of behavior change, and increase their sense of self - empowerment.
- Learn how to transform one-time behaviors into ritualized behaviors (habits) and learn universal behavioral mechanics.
- Fun! Participate in setting the world record for class participation in a breakthrough topic!

Pay offs for teams and organization

- **Get all the necessary knowledge, tools and materials in the class topic, including Train The Trainer session** for the Facilitator, to successfully run the class in your organization.
- By registering for the class you will receive an **annual license to deliver the class** to your employees, even beyond the conference experience. The license is valid until Dec 5 2025.
- By joining the class you get a **10% discount for the full version of DEI as a habit Training (8 hrs)** offered by Diversity Hub, where we take a deep dive into the topic. The discount is valid until Dec 5 2025.
- Increased employee experience.
- Fresh and innovative learning opportunity.
- Increased DEI impact by introducing a more sustainable approach to DEI behaviors.
- Increased sense of empowerment for both individuals and teams by learning how to model behaviors across multiple DEI dimensions.
- Create massive impact by harnessing the power of small steps.

Cost

ONLINE

The online portion of the class is free for to all participants as part of the D&I Changemakers Conference Program.

ONSITE

There is a fee for the onsite portion of the class, with the exceptions listed below.

Exceptions to the onsite fee:

- The fee for the onsite class is waived if you are a D&I Changemakers Conference Partner (gold, silver, bronze) or represent a Non Profit Public and/or Educational Institution.
- For all the remaining organizations the fee for the onsite part is as follows:

For companies with over 100 employees | **3 000 PLN / per company**

Companies with less than 100 employees | **1 500 PLN / per company**

If multiple groups within the same company join the onsite class, still only one fee (per company) applies.

Additional benefits that come with joining the class are listed in the remaining sections of this document.

Steps & timeline

1. An organization registers for the class via an online **Registration Form by Oct 15**. The form is available on the conference website.
2. By registering, an organization must agree to the **Class Terms & Conditions**.
3. After registering, an organization, will receive a login and password from the Class Coordinator (via email) to be able to download the following kits:
 - A. Class Communication Kit from the website. The kit helps to promote the class, encourage enrollment and recruit Facilitator(s).
 - B. Training Class Kit - used later in the process by the Facilitator(s).
4. An organization assigns their Facilitator(s) by sending an email to the Class Coordinator, **by Oct 30**.
5. Facilitator receives an invitation to the **Train The Trainer online session, two weeks prior to the session**.
6. Facilitator attends the Train The Trainer online session and receives the Class Training Kit in **mid Nov**.
7. Facilitator runs the class on **Dec 5**.

From awareness to action.

From values to tactics.

From fun to functional.

**From individual results
to team success!**

Sign up your organization by Oct 15th and let's set the world record for the largest, hybrid "DEI as a habit" class.

Need more information?



Katarzyna Szydłowska-Rivero

"DEI as a habit" Class Coordinator

✉ katarzyna.szydłowska@diversityhub.pl

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