

DEIB Community Conversations: 2024 Calendar



The DEIB Community of Practice creates a platform where practitioners can network with industry peers, discuss emergent themes, showcase best practice, and benchmark against the best. The DEIB Community serves as a hub for collective learning, support, and action in the ongoing effort to capacitate DEIB Practitioners.

The 2024 DEIB Community Conversations kick off in February. This year the community conversations will be hosted monthly on the First Friday of each month (10h00-11h00). Attendance of the online DEIB Community Conversations is free of charge! Please register for sessions to receive your link to attend.

Dates	DEIB Community Conversation Theme
2 February 2024	DEIB Preview 2024: The themes, issues & trends that will define the DEIB Praxis
1 March 2024	Doing Human Better: Reauthoring our individual and collective stories
5 April 2024	Understanding Diversity Dynamics: Taking a Deep, Deep Dive
3 May 2024	Data Driven DEIB: Key Metrics, Core Questions and Essential Tools
7 June 2024	DEIB Resource Groups: Championing Equity, Inclusion and Belonging
5 July 2024	The Neuroscience of Bias: The Science behind DEIB Relations
2 August 2024	PowerSkills: The difference that enable DEIB Success
6 September 2024	DEIB Allies & Upstander culture: Capacitating change champions
4 October 2024	Vertical Diversity: The art and science of generative conversations
1 November 2024	Radical Collaboration that enables exponential DEIB Shifts

Visit our Webpage!

Click here to Register for the DEIB Community Conversations

DEIB Community of Practice Coordinators



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2 February 2024

10h00-11h00

DEIB Preview 2024:
The themes, issues and trends that will define the DEIB Praxis



Are you ready for 2024's challenges and opportunities!

The first DEIB Community Conversation of the year will explore the themes, issues, and trends that will define the DEIB space in 2024. Experienced practitioners will share their insights on emergent DEIB themes, changes within the EE compliance space / legislative landscape, and new developments in Disability Equity and Inclusion.

Dr Karen Smit: Vodacom; Jan Munnik: EES-Siyakha; and Dr Marius Pretorius: TDCI will provide perspectives on emergent practice and what is to be expected in the coming year. Moderator: Elizabeth Dhlamini-Kumalo: TDCI

1 March 2024

10h00-11h00

Doing Human Better:
Reauthoring our individual & collective stories



What is the true end goal of DEIB?

Compliance with the law is just the beginning. Real change happens when we embrace the spirit of our constitution and create inclusive communities where everyone can thrive. Unfortunately, our self-centred nature, ethnocentric consciousness and prejudicial programming have led to racism, sexism, homophobia, and xenophobia to name but a few. This conversation proposes that the solution to inclusive, caring societies lie not in mechanistic answers (shifting chairs on the Titanic), but in the deeper calling to "Doing Human Better." But what does that entail? How can we, as individuals and collectives, reauthor our stories to "Do Human Better?"

5 April 2024

10h00-11h00

Understanding Diversity Dynamics:
Taking a Deep, Deep Dive



What informs our diversity-related behaviour? Why do we engage with one another the way we do?

This conversation presents a system-psychodynamic lens to explore the unconscious, irrational and emotive dynamics that inform our behaviour. It delves into the basic assumptions, undercurrents of power and authority, defence mechanisms and interpersonal dynamics that shape the behaviour of individuals and groups. The conversation will provide practitioners with a much deeper understanding of diversity dynamics

3 May 2024

10h00-11h00

Data-Driven DEIB: Key Metrics,
Core Questions & Essential Tools



How can we direct and align our DEIB efforts to what is really happening in the organisation?

Data-driven DEIB refers to an approach that relies on data and analytics to inform and guide transformation strategies and practices. It moves beyond anecdotal or perception-based approaches, providing a more concrete and quantifiable basis to design and track DEIB progress. The conversation explores the key metrics, core questions, and essential tools required for a data-driven approach in understanding an organisation's complexities and designing appropriate solutions.

7 June 2024

10h00-11h00

DEIB Resource Groups:
Championing Equity, Inclusion & Belonging



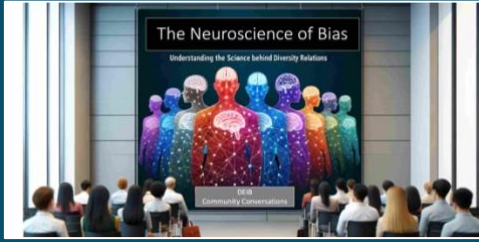
How can we use ERGs to champion DEIB?

Employee Resource Groups (ERGs) or Affinity Groups, play a pivotal role in championing DEIB within organisations. These employee-led groups provide a platform for marginalized or underrepresented employees to voice their concerns, share experiences, attain support, and strategically advise the organisation in DEIB matters. Our presenters share how ERGs lead initiatives to raise awareness, educate, and collaborate with leadership in enabling systemic, people and cultural shift. Learn how ERGs can shape a workplace where every individual feels valued and empowered, contributing to the overall success and dynamism of the organisation

5 July 2024

10h00-11h00

The Neuroscience of Bias: The Science Behind Diversity Relations



How can neuroscience enable an understanding of DEIB?

This enlightening conversation delves deep into the complex workings of the human brain, exploring how our neural pathways influence biases and shape our interactions in diverse environments. Practitioners will gain insights into the subconscious processes that drive our thoughts, strategies to mitigate unconscious prejudices and foster a more inclusive environment. Whether you're an executive crafting inclusive environments, an educator seeking to understand student dynamics, or simply someone curious about the science of human behaviour, this session is a must-attend conversation.

2 August 2024

10h00-11h00

PowerSkills:

The difference that enables DEIB Success



How does Power Skills contribute to Diversity Excellence?

The importance of power skills, such as emotional and social intelligence, in capacitating diversity intelligence, cannot be overstated. It allows individuals to navigate complex social interactions, understand and appreciate cultural and individual differences, and respond sensitively to the experiences of others. The conversation will reveal how it enables employees to build relationships, navigate social environments, collaborate with diverse teams, and fostering a sense of belonging and mutual respect. These power skills facilitate diversity competence, leading to healthier, more productive, and more innovative organizational cultures.

6 September 2024

10h00-11h00

DEIB Allies & Upstander Culture: Capacitating Chance Champions



What is the role of Allies and an Upstander Culture in DEIB?

Allies actively support and advocate for those who may face discrimination or underrepresentation, using their own privilege and position to amplify marginalized voices and concerns. Upstanders take allyship a step further by actively intervening in situations where injustice or exclusion is observed, becoming proactive agents of change. The speakers will point out how allies and upstanders can be capacitated to create a culture of inclusivity where their actions creating a ripple effect that promotes a more understanding, empathetic, and just society.

4 October 2024

10h00-11h00

Vertical DEIB: The art and science of generative conversations



What is vertical perspectives and how can it assist DEIB?

Vertical perspectives acknowledge that people operate from different levels of consciousness and developmental stages. This awareness fosters a more nuanced dialogue that moves beyond surface-level differences and addresses the underlying values and worldviews. It enables participants to transcend their own perspective, leading to conversations that are not only more inclusive but also more innovative. Vertical perspectives encourage looking at issues through multiple lenses, recognizing the complexity and richness of human experience, and thus paving the way for more meaningful, empathetic, and productive interactions

1 November 2024

10h00-11h00

Radical Collaboration that enables exponential DEIB Shifts



What is Radical collaboration and how does it enable DEIB?

Radical collaboration emphasizes openness, trust, and deep cooperation beyond conventional norms. It is characterized by a willingness to fully engage with diverse perspectives, integrate different ideas, and break down hierarchical silos to achieve shared goals. Our speakers will indicate how it challenges power dynamics, and enables Diversity of Thought, Trust, Equity, a sense of Belonging and the process of Unlearning and Relearning. Radical collaboration is a powerful tool to leverage the strengths of diversity and channels them into constructive, creative, and equitable outcomes.