



D&I Council & CALD Network Hubs

With the pandemic and the Black Lives Matters Movement impacting lives globally, the inclusion of people and their multiple diversities has never been more critical in rebuilding workforces. Diversity and Inclusion (D&I) Councils and Culturally and Linguistically Diverse (CALD) networks (or Employee Resource Groups); are on the rise to redress inequity in the workplace. What is apparent from recent market research is that these councils and networks often lack the appropriate governance and roadmaps to effect measurable change.

Deakin University, Business School in partnership with award-winning D&I consultancy and specialist in race and cultural inclusion, MindTribes is offering a community of practice hub where leaders from different firms can be guided, to lead diversity and inclusion change, as peers.

Leadership Credential

This program is badged with the Masters-Aligned Deakin Professional Practice Leadership Credential 'Adaptive Mindsets.' The participant will be guided through the process to achieve this credential.

<https://credentials.deakin.edu.au/adaptive-mindsets/>

Ideal Participant from Private, Public Companies:

- Chair or members of D&I Councils
- Chair or members of CALD Networks
- Head of Diversity & Inclusion
- People and Culture executives and consultants

Experience:

deakin.edu.au

Deakin University CRICOS Provider Code: 00113B



- Virtually delivered across February – December (6 sessions every 2 months).
- 6-8 participants working together on progressing their D&I change plans and advocacy.
- A curated group, matched carefully on the size and complexity of their organisation.
- Guided by an experienced facilitator
- Matched with a peer accountability partner in the group for support in between sessions.
- Yearly subscription with a 2-year commitment (participants must attend for 12 months with a view to recommitting in year 2, to measure their impact to the organisation).
- Each participant can bring 1-2 guests at any stage in the year and transfer membership to another responsible person, should their employment or role change.

Benefits & Outcomes:

- Learning and application in a workshop environment (6 sessions). Participants work on their own organisational deliverables in the session.
- Key-notes at sessions by prominent senior leaders who are sponsors or advocates of change.
- In between sessions, participants get 1 hour of advisory and/or 1 hour of personal, professional coaching with the facilitator + contact with their peer accountability partner.
- Templates for creating governance models, roadmaps and board presentations.
- Independent review of change impact.
- Leadership credential, “Adaptive Mindsets”, achieved by the participant with ease.
- Potential entry for CALD Networks, to the Culturally Diverse Workplace Awards, 2021 – a gala event hosted by MindTribes along with Charity partner Plan International.