

DEI in the NGO sector

Regional Civil Society Initiative under the Active Citizens Fund

Mid-September 2024, online

Introduction to DEI

- **Date and time:** Will be provided to participants selected for the initiative.
- **Duration:** 1.5 hours
- **Facilitation:** Martyna Markiewicz
- The webinar will serve as an introductory session to the issue of DEI and the whole educational process. Participants will get to know the basic concepts of diversity, equity, and inclusion as well as create a space to discuss the possible local / regional differences in their understanding. Participants will also have a chance to look at personal attitudes starting the journey of uncovering unconscious bias.

25 September 2024, Warsaw

10:00 am - 3:00 pm (incl. lunch break & snacks): **DEI in Changemaking**

- **Location:** Faktyczny Dom Kultury, Gałczyńskiego 12
- **Facilitation:** Martyna Markiewicz
- The workshop will be a deep dive into how DEI works in the social change sector and the benefits it may have to increase the impact of NGOs' work. The participants will look at the group / organisational level of DEI work, getting to know good practices of implementing internal DEI actions. There will also be space to learn how DEI strategy can support reaching the external goals of the organisation.

4:00 pm - 6:00 pm: **Optional visit to the POLIN Museum**

7:00 pm: **Dinner** (location to be confirmed)

26 September 2024, Warsaw

Location: [POLIN Museum of the History of Polish Jews](#), Anielewicza 6

10:00 am - 11:30 am: **ACF-Regional Closing Conference** plenary session

11:30 am - 11:50 am: **Break**

11:50 am - 1:20 pm: **Inclusive Leadership in the Social Change Sector**

- **Facilitation:** Monika Mazur-Rafał and Martyna Markiewicz
- The session will focus on reflecting on the leader's role in implementing DEI practices in the organisation. We will focus on the specifics of leadership in NGOs and on

creating an internal sense of belonging for social change organisations as part of their organisational culture. Participants will gain knowledge and inspiration on how change towards diversity, inclusion, and equity can be created and implemented.

1:20 pm - 2:20: **Lunch**

2:20 pm - 3:50 pm: **DEI and Strategy in the Social Change Sector**

- **Facilitation:** Monika Mazur-Rafał and Martyna Markiewicz
- The session will focus on understanding the impact that DEI may have on creating a strategy for the social change sector. We will look at planning and implementing DEI in organisations' core strategic actions. Participants will also learn best practices of DEI strategic documents from the sector.

3:50 pm - 4:00 pm: Transition to the auditorium

4:00 pm – 4:15 pm: **ACF-Regional Closing Conference** summary

The regional initiative “DEI in the NGO sector” is implemented within the Active Citizens Fund – Regional Programme in Poland, in collaboration with the Active Citizens Fund Programmes in Bulgaria and Estonia. The Active Citizens Fund Programmes are funded by Iceland, Liechtenstein and Norway through the EEA and Norway Grants.