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FORUM 2023 CALL FOR PROPOSALS

Steven Humerickhouse

Executive Director, The Forum on Workplace Inclusion



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GETTING TO KNOW YOU

Have you attended the Forum Conference before?

- ☐ Yes
- ☐ No



GETTING TO KNOW YOU

Have you presented at the Forum Conference before?

- ☐ Yes
- ☐ No



GETTING TO KNOW YOU

How many times have you presented at the Forum Conference before this year?

- 1
- 2-4
- 5 or more



FORUM 2023 FOCUS AND DIRECTION

The Forum's Framework

Shifting personal, professional, and institutional mindsets around workplace inclusion is not easy and is a journey that begins from within.

The Forum attracts people at different stages of their understanding and practice. It is designed to meet people where they are regardless of work or life experiences.

What happens in society affects the workplace; what happens in the workplace affects society.



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FORUM 2023 FOCUS AND DIRECTION

Purpose: Strategic, Systemic Change

Value Proposition

Curators and conveners

Mission tagline: Engaging people; Advancing ideas; Igniting change

Focus

- As a learning platform
- Building community through learning

Your Role

- Creators
- Facilitators of learning



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OUR STRATEGIC PRIORITIES



PARTICIPANTS

- Leaders and managers of diverse workforces
- HR and talent acquisition, management, and development practitioners
- Diversity and Inclusion practitioners
- Diversity Council and Employee Resources Group (ERG) members
- Organizational development/effectiveness leaders
- Academics – students, teachers, researchers, scholars

PARTICIPANTS (MORE)

Multiple sectors including government, healthcare, higher education, military, nonprofit!

Approximately 57% HR/DEI practitioners, all others 43%

- Many new to DEI

Growing Millennial/Gen Z population (combined 38.9%)

75.2%/21.8% women/men

Ethnicity Demographics:

- White (45.6%), African American/Black 29.2(%), Hispanic/Latinx (11.4%), Asian (7.5%)

Learning Level: Advanced (45.9%), Intermediate (36.9%), Introductory (17.1%)

LEARNING STYLES

- AUDITORY – step by step processes
- KINESTHETIC – movement based or hands on activities
- LOGICAL – data, metrics, assessments, case studies
- SOCIAL – open space, limited agenda
- SOLITARY – one to one or technology based tutorials
- SPATIAL/VISUAL – charts, PowerPoints, pictures, etc.
- VERBAL – dialogue, discussion-based

LEARNING TRACKS

Tracks

- Critical Employment Practices
- Diversity Equity & Inclusion Strategies
- Diversity Leadership
- Global Diversity
- Innovation & Transformation
- Social Responsibility

Industry Tracks

- Government
- Healthcare
- Higher Education
- Legal
- Military
- Nonprofits
- Technology

LEARNING LEVELS

- **INTRODUCTORY (KNOWLEDGE)**
 - Session will introduce basic building blocks and tactical applications. Attendee has general diversity and inclusion knowledge.
- **INTERMEDIATE (PROFICIENCY)**
 - Session presents a more strategic application of the building blocks. Attendee has experience with the challenges of a diverse workplace and the skills and tools needed to work with it.
- **ADVANCED (MASTERY)**
 - Session offers discussion of strategic challenges, best practices and innovative applications of the building blocks. Attendee is a subject matter expert in diversity and inclusion, serves as a resource for others, and can discuss best practices with experience and integrity.

2023 CALENDAR YEAR THEME

Combining Forces^(x): Fueling Our Collective Capacity for Change

At this point in our shared existence, we believe combining the forces of collective experience, wisdom, knowledge, skills, influence, and insight to address and surmount existing and emergent DEI challenges has the power to move us closer to the world we imagine.

Forum 365 Events Throughout the Year

Returning and New Proposal Opportunities!

4-hour Professional Development Labs

- Interactive learning to develop competencies and support leaders in reaching the next level in their DEI leadership
- Focus on action planning

Diversity Executive Forum (new)

- Advanced level deep thinking for DEI senior level executives, half to full day sessions

Full Day Fall Virtual Conference (new)

- Additional opportunity to surface 2023 theme year topics and issues

Webinars

Podcasts

Purpose and value proposition remain the same as for the conference.



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The Forum on Workplace Inclusion® **35th Annual Conference**

March 27-29, 2023 — In Person!



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2022
**SOLVING
FOR** 

**TACKLING INEQUITIES
IN A WORLD OF UNKNOWNs**

2022 ANNUAL CONFERENCE
BY THE NUMBERS

The Forum on Workplace Inclusion®
34th Annual Conference
Online/Virtual
April 5-7, 2021

PEOPLE INVOLVED
1,006



VOLUNTEERS/STAFF
44



**COACHING
SESSIONS**
56



COACHES
42

**COACHING
SESSION
ATTENDEES***
560

US STATES

42

Plus DC and US Virgin Islands

COUNTRIES

22

Australia, Brazil, Cameroon, Canada, Chile, Cyprus, Denmark, Germany, India, Ireland, Mexico, Netherlands, Norway, Pakistan, Poland, Singapore, South Africa, Spain, Switzerland, Türkiye, United Kingdom, USA

PRESENTERS
174



EXHIBITOR BOOTHS
42



**PARTICIPATING
BUSINESSES**
549



FORTUNE 500
18

FORTUNE 100
15

**SPONSOR
COMPANIES**
36



PROPOSED CONFERENCE FEATURES

What features are we planning in 2023?

Returning

- Awards Ceremony/Artist Showcase
- Coaching
- General Sessions
- Featured Sessions
- In-Person Networking
- Marketplace of Ideas (but reimagined)
- Post Conference On-Demand
- Spotlight Series
- Trend Talks
- Workshops (but new varying lengths)

New

- Conference App (replaces program book)
- Experiential Learning Opportunities
- Hybrid/Virtual Opportunities



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Conference Formats

TREND TALKS (20 minutes)

Opportunity: Present a dynamic presentation about a hot DEI trend that tells a compelling story

WORKSHOP SESSIONS

60 Minute Opportunity: Provide insightful content that introduces practical tools, skills and/or innovative approaches for DEI learning

75 Minute Opportunity: Provide informative content around DEI process or practice illustrated by case studies and/or professional testimonials

90 Minute Opportunity: Provide innovative content that catalyzes interactive exploration of emergent topics

FEATURED SESSIONS (3 hours)

Opportunity: Provide immersive experiences involving the participant in highly interactive discovery learning

SPOTLIGHT SERIES (virtual)

Opportunity: Present 45-60 minute, pre-recorded expositions on important topics critical to future-focused DEI thinking and action

Program Committee

Who are they?

- Cross sector group of practitioners from across the country
- Chosen to provide equal sector and regional representation
- Additional sub-committee members specific to industry tracks

How do they work?

Multi-Step Process

- Divided into cross sector small groups
 - Each small group reviews the same CFPs sorted by topic
- Given CFPs to individually review & rate (no identifying information)
- Meet virtually in small groups to provide recommendations, August 18
 - Identifying information provided
- Selections are made September - November



Ben Rue

Program Manager, The Forum on Workplace Inclusion



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Submit Presentation Proposals at:
forumworkplaceinclusion.org/cfp



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ACCESSIBILITY

- All materials and presentations must be available in ADA accessible formats
 - Microsoft Word, PowerPoint, Adobe Acrobat, and Google Grackle all provide an Accessibility Checker feature.
 - The Accessibility Checker verifies your file against a set of rules that identify possible issues for people who have disabilities.
 - ALL handouts and slides must pass the Accessibility Checker.
 - Slides must be uploaded into the virtual platform by March 20, 2023.
- To learn about the Accessibility Checker, and more, reference the [Creating Accessible Content](#) document created by the Augsburg University CLASS Office.

PRESENTER BENEFITS*

Featured Session, Spotlight, Trend Talk, Workshop presenter benefit package:

- Complimentary full conference registration
- Networking at the largest workplace diversity conference in the country

*Additional benefits to be announced

Diversity Executive Forum, Fall Conference, Podcast, Professional Development Lab, Webinar benefit package:

- Complimentary full conference registration
- Networking at the largest workplace diversity conference in the country



2022/2023 IMPORTANT DATES

July 15, 2022	Call for Proposals closes
August 18, 2022	Program Committee reviews proposals
November 22, 2022	Notice emailed to presenters
December 16, 2022	Session date and time emailed to presenters
January 20, 2023	Deadline to submit edits to session
February 17, 2023	Complimentary Presenter Registration Deadline
March 20, 2023	Handouts/slide decks uploaded to conference platform
March 27-29, 2023	The Forum on Workplace Inclusion® annual conference



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Ender Göçmen

Asst. Dir. of Marketing, The Forum on Workplace Inclusion



CHAMPION THE FORUM

Be a Forum On Workplace Inclusion® Ambassador

Word of mouth marketing: advice our audiences trust most!

- Spread the word
- Champion your work/our work in your organizations
- Send it forward
- Actively recruit participants
- Subscribe to our emailing list
- Use our resources



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BETTER TOGETHER

Amplify Messages By Sharing Social Media Profiles

The Forum engages online a lot, and we'd love the opportunity to cross promote with you.

Marketing Contact:

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GETTING SOCIAL



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MCFDiversity

Q&A





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