



Dear colleagues working in finance,

We are coming close to the **month of March**, where we celebrate **Zero Discrimination Day** on the 1st of March, **International Women's Day** on the 8th, **International Day for the Elimination of Racial Discrimination on the 21st...**

Good news! The **Inclusive March Challenge** is back! We have created a **unique challenge for teams** to engage in:

(All teams working in the financial sector can participate, we can have several teams participating in a same organisation!)

The Inclusive March Challenge!

Are you looking for an innovative teambuilding exercise about inclusion?

Would you like to win a fun, original teambuilding that brings out the most creative/inclusive version of you?

Are you ready to share on LinkedIn what your team is learning during the challenge?

If your answer to these questions is YES, then this challenge is YOURS!

It consists of **5 inclusion exercises**, one for every week of March, requiring input from all the team members. No material or any costs are involved.

Week 0:

We start with an easy one : Choose a team motto and share it on LinkedIn! It can be from a song/book/quote about diversity, equity and inclusion.

Week 1:

The 8th of March is International Women's Day. The theme chosen by the UN for this year is: *'Invest in women: Accelerate progress'*. The #IWD2024 organisation chose a different theme : "Inspire inclusion" We want you to choose one of the 2 themes for your team, and brainstorm about a way in which **your team** can **invest in women or Inspire Inclusion**.

Find the links [here](#) (invest in women) and [here](#) (Inspire Inclusion)

Week 2:

Measure your **bias** by doing the **Implicit Association (IAT) Test**. Each person should test 1 bias (gender, age, skin colour, disability...), and share what you learned in the process! You do not have to share the results of the test, that is of course personal.

Find the link [here](#). For more info on how to use the test or on bias in general, visit our Inclusion in Finance toolbox : [22 \(inclusioninfinance.be\)](https://inclusioninfinance.be)

Week 3:

The 21st of March is the International Day Against Racism and Discrimination.

Listen to the video we suggest [\(124\) How are microaggressions like mosquitoes? - YouTube](#) .
Then share examples of **racist microaggressions** that you heard/witnessed, and come up with ideas on how to react to them, as allies of your colleagues of different origins.

Check out the Inclusion in Finance [e-book](#) for more info on microaggressions

Week 4:

As a team, what is one extra learning milestone/one area you would like to improve on?
Post your question on LinkedIn, and leading experts in the field of diversity, equity and inclusion of three totally different sectors will share their views / suggestions : **Katrien Goossens**, Head of DEI at Engie, **Tamara Eelsing**, Head of DEI at STIB-MIVB and **Greg Renders**, Head of DEI at Syensqo. Of course, don't hesitate to reach out also to your own DEI responsible in your company.

How to participate ?

1. Have a discussion with your team and explain them the challenge. Are you all in for the game? It doesn't cost anything.
2. Define a spokesperson for your group. This person will send a mail to info@womeninfinance.be to confirm your team participation. Just mention how many you are, the name of your company and your service. Do this before 3rd of March.
3. The spokesperson will receive all detailed instructions, and a reminder mail every week in March.
4. Foresee a moment for the challenge in your team meeting every week of March.
5. Make sure that every week you will share some results of your challenge on LinkedIn, using the hashtag **#WIFchallenge**

We are eager to see the results of your teams. Let's spread Inclusion !

The WIF Team