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**Course on Diversity & Inclusion**  
**Sponsored by OeNB**  
**in cooperation with Central Bank of Ireland, Bundesbank, ECB**  
**Vienna, November 8 - 10, 2023**  
**COURSE PROGRAM**

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**Wednesday, November 8**

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<b>9:00 - 9:30</b>		<b>Administrative Briefing</b>
<b>9:30 - 10:00</b>		<b>Opening Session and Participant Introduction</b>
<b>10:00 - 10:45</b>	<b>GW-1</b>	<b>Tour de table: Key achievements, challenges and priorities of participants' institutions (results of pre-course questionnaire)</b>
<b>10:45 - 11:00</b>		<i>Coffee break</i>
<b>11:00 - 12:00</b>	<b>L-1</b>	<b>Legal foundations for diversity &amp; inclusion as a business area in public institutions</b>
<b>12:00 - 13:30</b>		<i>Group photo and lunch break</i>
<b>13:30 - 15:30</b>	<b>L-2</b>	<b>Our Diversity and Inclusion (D&amp;I) Journey at the Central Bank of Ireland</b>
<b>15:30 - 16:00</b>		<i>Coffee break</i>
<b>16:00 - 17:30</b>	<b>GW-2</b>	<b>Unconscious Bias - Make better decisions</b>
<b>18:30 pm</b>		<b>Course Dinner</b>

**Thursday, November 9**

9:00 - 11:00	L-3	Mapping and Managing D&I Stakeholders
11:00 - 11:30		<i>Coffee break</i>
11:30 - 12:30	GW-3	Group work “D&I Vision”
12:30 - 14:00		<i>Lunch break</i>
14:00 - 15:30	L-4	Why sexual orientation matters and how to leverage on diversity
15:30 - 16:00		<i>Coffee break</i>
16:00 - 17:00	L-5	Foster workforce potential by enabling ability

**Friday, November 10**

9:00 - 10:00	L-6	Gender balance at OeNB and the OeNB’s Female Promotion Plan
10:00 - 11:00	L-7	The OeNB’s Women’s Forum
11:00 - 11:30		<i>Coffee break</i>
11:30 - 12:30	L-8	Age & generations from an HR perspective
12:30 - 14:00		Lunch break
14:00 - 15:00	GW-4	Presentation of D&I Vision statements
15:00 - 15:30		Course evaluation and closing session