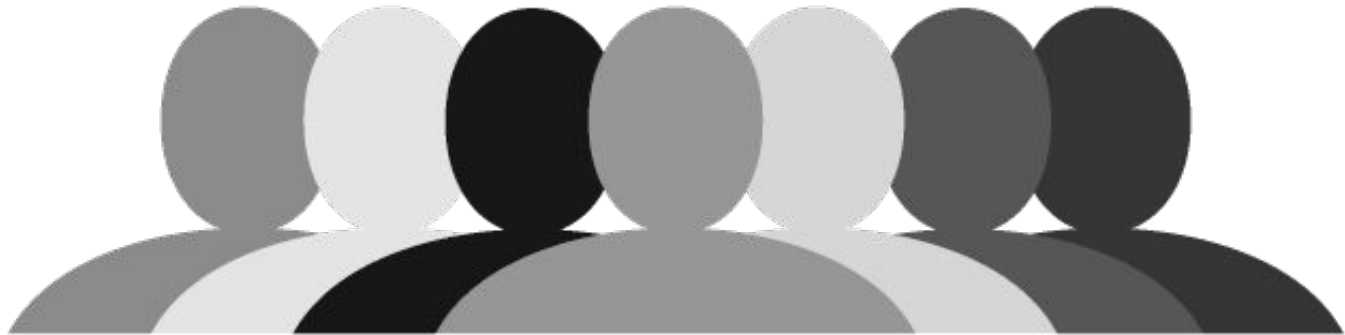


D.E.I. Enzymes

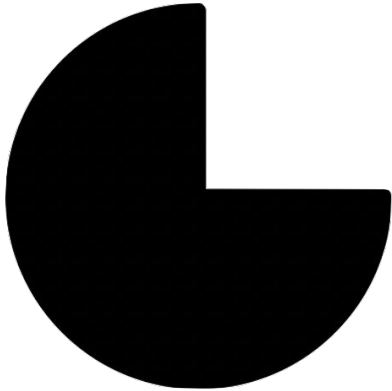
Catalyzing conversations about
diversity, equity, and inclusion



Enzyme 0

**Purpose and use of
enzymes**

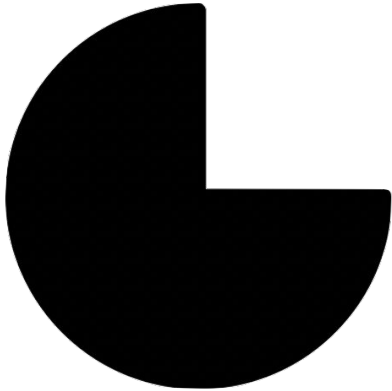
Defining Enzymes (1/2)



Biological enzyme

By changing reaction conditions, biological enzymes catalyze reactions through reducing the activation energy needed to start them.

Defining Enzymes (2/2)



D.E.I. enzyme

By providing resources and structure, D.E.I. enzymes catalyze conversations about diversity, equity, and inclusion through reducing the energy needed to start them.

General Structure of D.E.I. Enzymes

Importance

Why is this topic important for D.E.I.?

Action

What can I do?

Further Resources

Where can I learn more?

Broader Goal of Enzymes

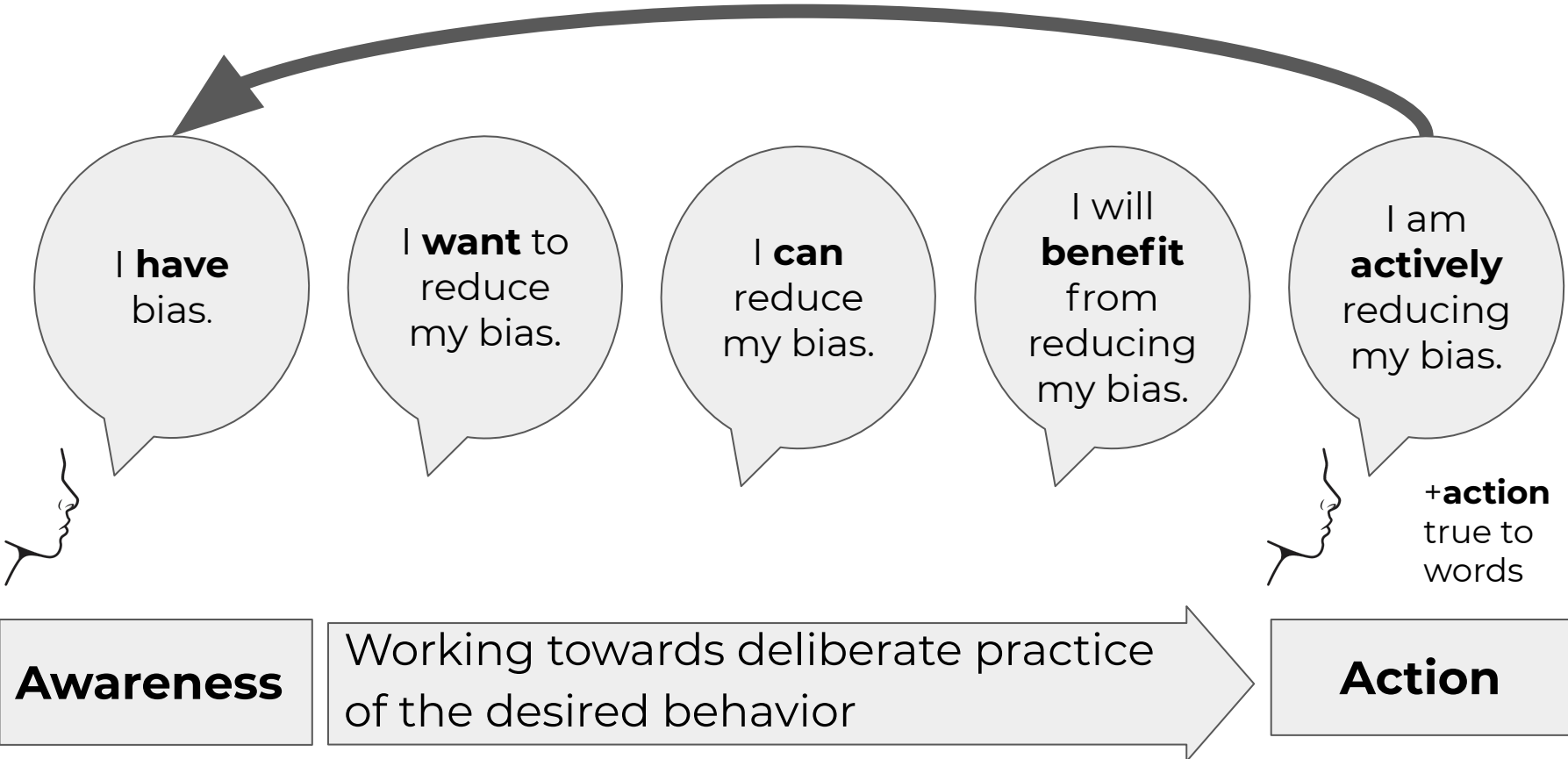
- Bias functions like a habit
 - Habits are often ingrained patterns of thoughts and behaviors
- Changing a habit is a multistep cycle
 - These enzymes can provide structure for making that change

Multistep Cycle* for Reducing Bias Habit

1. Awareness
2. Motivation
3. Self-efficacy
4. Positive outcome expectations
5. Action

*Adapted from [Carnes et al. 2015](#)

Re-evaluating actions



Intended Use of Enzymes

The content of these enzymes is quick and easily accessible in order to catalyze D.E.I conversations in time-limited environments.

Sustainable, intentional, and deliberate practice is needed to continuously combat bias.

Allyship and habit-breaking requires extensive action beyond the scope of these resources.