

## Diversity

All the ways that people differ.

## Equity

Fair treatment, access, opportunity and advancement for all people.

## Inclusion

Everyone belongs, contributes and is valued.

The business case for diverse organisations being more competitive in a complex society has been made. In a global society, this is also a moral imperative. Recurring and persistent racial, age and gender tensions in organisations /society show that the integration of Diversity Equity and Inclusion (DEI) is something that organisations struggle with. Embedding DEI requires deep work with internal and external stakeholders and requires a change of hearts and minds.

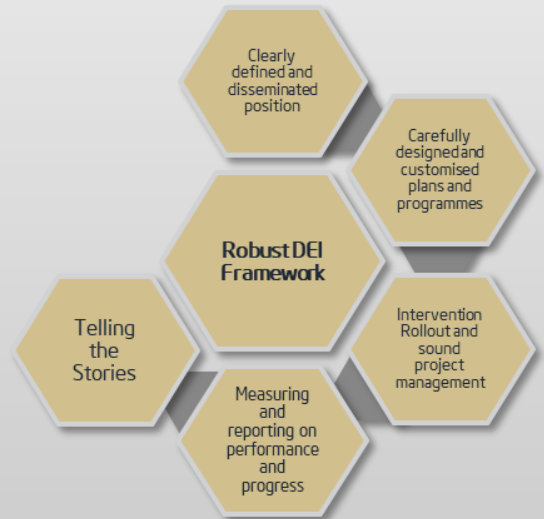
## The Challenge

A challenge organisations face is to create work/client spaces where diversity is valued, and organisational practices/culture that is fair and principled. Mature organisations are those that can hold the tension and harness it for strengthening the organisation rather than tearing it apart.

## Our Approach

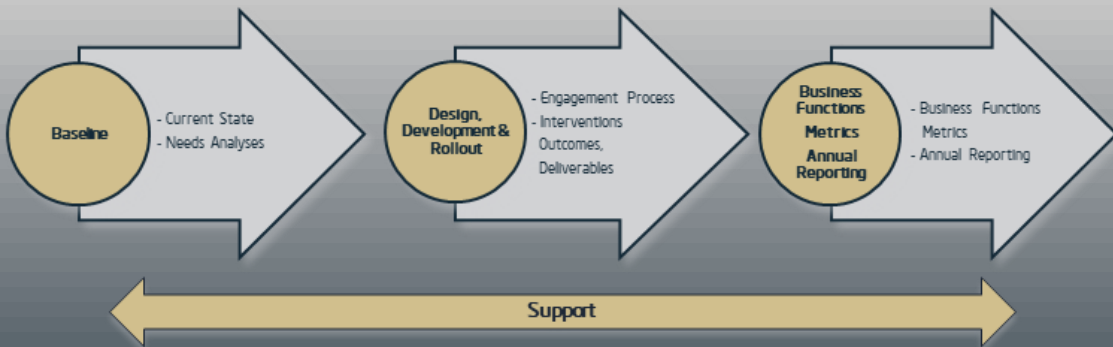
To embed Diversity, Equity and Inclusion (DEI) practices through an end-to-end process of deep learning and authentic connection. It is an organisational journey that aims to add knowledge, build relationships and ignite good practices that are integrated with business strategy and culture in a sustainable manner.

Our approach is customised with each client based on their specific needs. It aims to set direction, obtain commitment and create alignment throughout the organisation with senior leadership taking the lead.

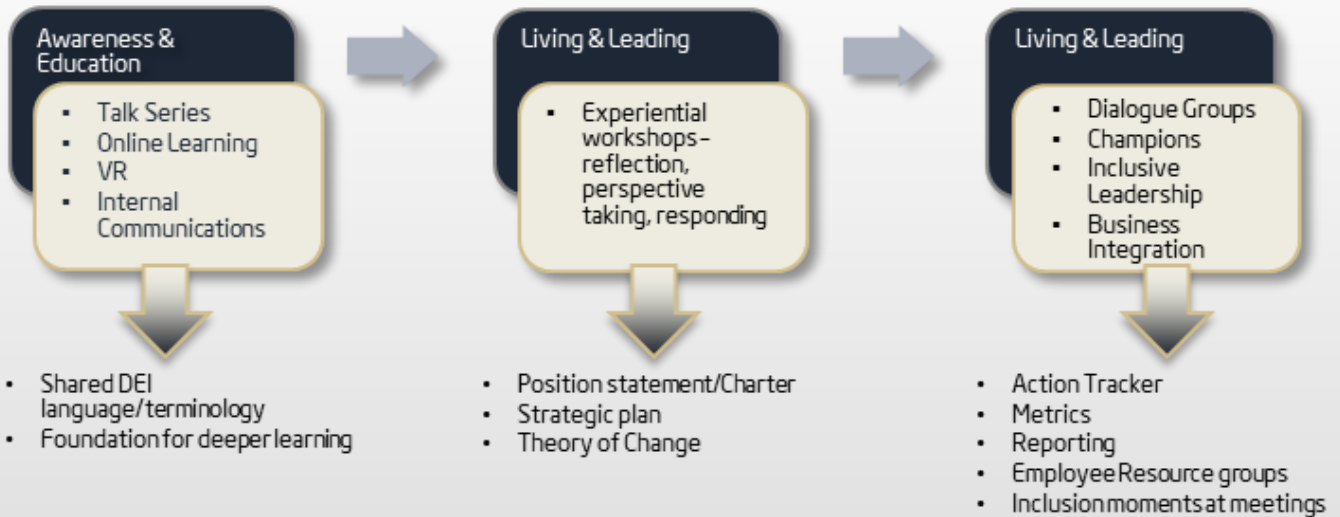


## Process overview

Our DEI process is made up of distinct phases or steps to ensure a structured and outcomes driven process. It is underpinned by a strong support base to catch and manage any fallout from the process. We make use of a team of specialists in the fields of mediation, counselling and psychological safety. We also work with the organisation's own occupational wellness team if preferred.



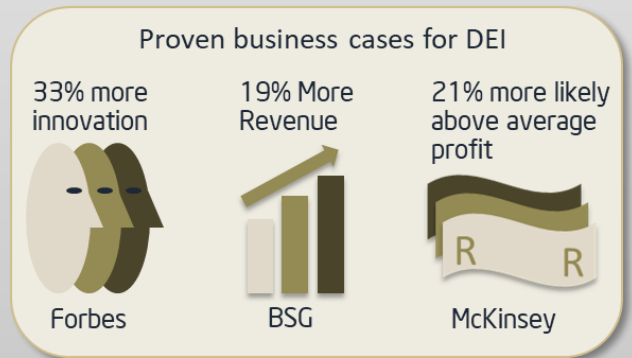
## Design and Intervention Rollout



## Benefits

Embedding good DEI practices strengthens organisations and helps to unify people and transform a nation.

- Increased trust
- Employees being valued
- Attracting and retaining talented employees
- Optimal employee value & productivity
- Minimized conflict
- Creating company pride/cohesive culture
- Shared value perspectives
- Employee loyalty
- Mitigated risk (racism, sexism etc.)
- Deep understanding of underlying issues
- Creating an empowering environment
- Relevant and responsive leadership



- Proactive diversity & change management
- Tools and resources needed for self-management
- Long-term positive impact (Sustainability)
- Future-fit organisation

*“Stopping a snow-ball –Summitting a mountain – Creating something beautiful”*