



2 COLLABORATE
EXECUTING COMMON GOALS TOGETHER

= DEEI < B

Diversity, Equity, Engagement, Inclusion and Belonging

The reality

The business case for fostering diversity, equity, engagement, inclusion and belonging is stronger than ever.

Globally, companies are facing a talent retention crisis as employees seek different workplace experiences and opportunities following the pandemic.

Against this backdrop, it is critical that employees experience a sense of belonging. They are far more likely to stay committed and bring their best to work when they do.

But achieving these benefits takes more than just hiring a diverse workforce – organisations must be inclusive and welcoming. For that, you need to cultivate and ensure a culture of inclusion, equity, engagement and belonging for all.

Despite the importance of DEEIB, McKinsey & Company's 2020 Report revealed a lack of progress across industries and countries.

According to Deloitte, organisations with inclusive cultures are:

2x

more likely to meet or exceed financial targets

3x

more likely to be high-performing

6x

more likely to be innovative and agile

8x

more likely to achieve better business outcomes

Our approach

There are a whole lot of ways to talk about diversity, equity and inclusion and it goes by many names.

Our formula is based on five key components:

Diversity
Equity
Engagement
Inclusion



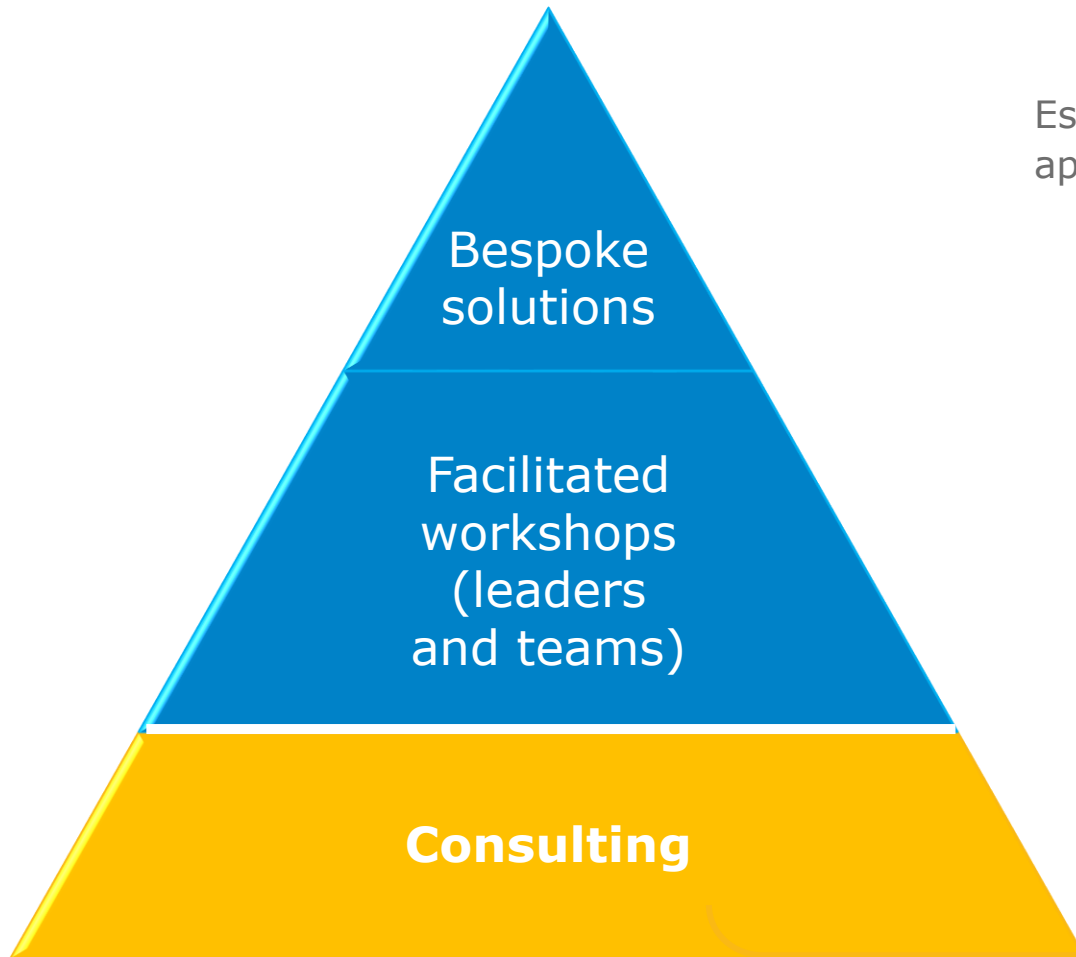
Belonging



Unpacking DEEI < B



Our holistic approach to DEEI<B



Establish, articulate and communicate your organisation's approach to DEEI<B:

- Establish your strategy: set 'a sense of belonging' as a strategic outcome
- Identify your key DEEI<B focus areas
- Align your policy framework
- Establish goals and targets for each component of DEEI<B that forms part of individual scorecards
- Position belonging as a business imperative to sensitise leaders and help them understand their role in cultivating a climate of belonging
- Design implementation and change management methods



Leaders hold the key

As the custodian of culture, leaders play a key role in creating and sustaining a climate of inclusion and belonging.

When people experience a sense of belonging, they will bring their voices to the table and be their best selves. While most leaders want to create inclusive environments, few have the knowledge and skills required to connect, engage and build rapport with diverse employees and enable their teams to do the same.

Our DEEI<B approach has been designed to address this gap.

Scenario-based workshops blend theory and practice to equip your leaders with the mindset, skills, and tools to increase their commitment to DEEI<B and foster engagement and inclusivity in their teams, ensuring belonging.

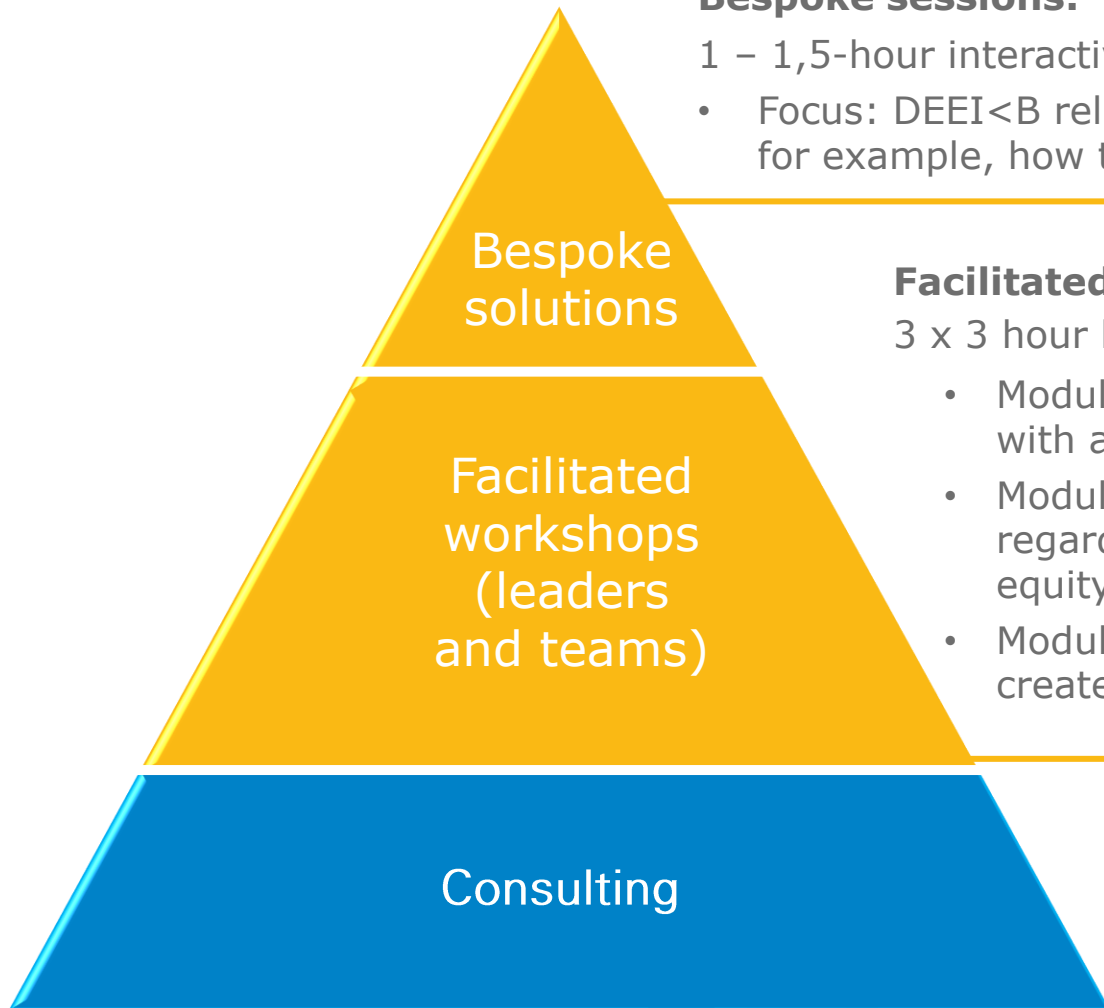
We help them create a conducive climate and culture in their teams by:

- Engaging their team members through structured team meetings
- Facilitating their understanding of the underlying concepts of DEEI<B
- Holding intentional diversity conversations in the context of values to make it a strength.

The leadership workshops focus on amongst other things:

- Understanding the context, principles and practices of DEEI<B
- Leading by example
- Creating a safe space
- Driving DEEI<B goals and targets
- Developing skills (in self and the team)
 - Embracing diversity in their teams
 - Identifying and dealing with micro-aggressions
 - Implementing effective DEEI<B practises
 - Knowing and using the organisation's DEEI<B channels

Our holistic approach to DEEI<B



Bespoke sessions:

1 – 1,5-hour interactive lunch-time sessions

- Focus: DEEI<B related matters particular to your organisation, for example, how to deal with disability in the workplace

3

Facilitated workshops:

3 x 3 hour highly-customised, interactive sessions

- Module 1: Create awareness of the need to cultivate belonging with a focus on leveraging team diversity
- Module 2: Facilitate a deeper understanding of the status quo regarding DEEI<B in the team and action steps to ensure greater equity and inclusion to cultivate belonging
- Module 3: Develop specific skills to better deal with diversity, create inclusion, handle micro-aggressions and ensure belonging

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The four Rs of DEEI<B

Differences between people will always exist, and because of this, inequities and micro-aggressions are bound to happen. But we can work towards minimising these incidents by becoming better at

REDUCING,
RECOGNISING,
RESPONDING to and
RESOLVING them effectively.

An important first step in fostering DEEI<B is **REDUCING** inequities and micro-aggressions.

REDUCING

Create a conducive climate and culture for belonging by reducing triggers for inequities and micro-aggressions

RESPONDING

Develop the understanding, EQ and skills to deal with incidents effectively

* While REDUCING is an important first step, the remaining 3Rs form the basis of our workshops.

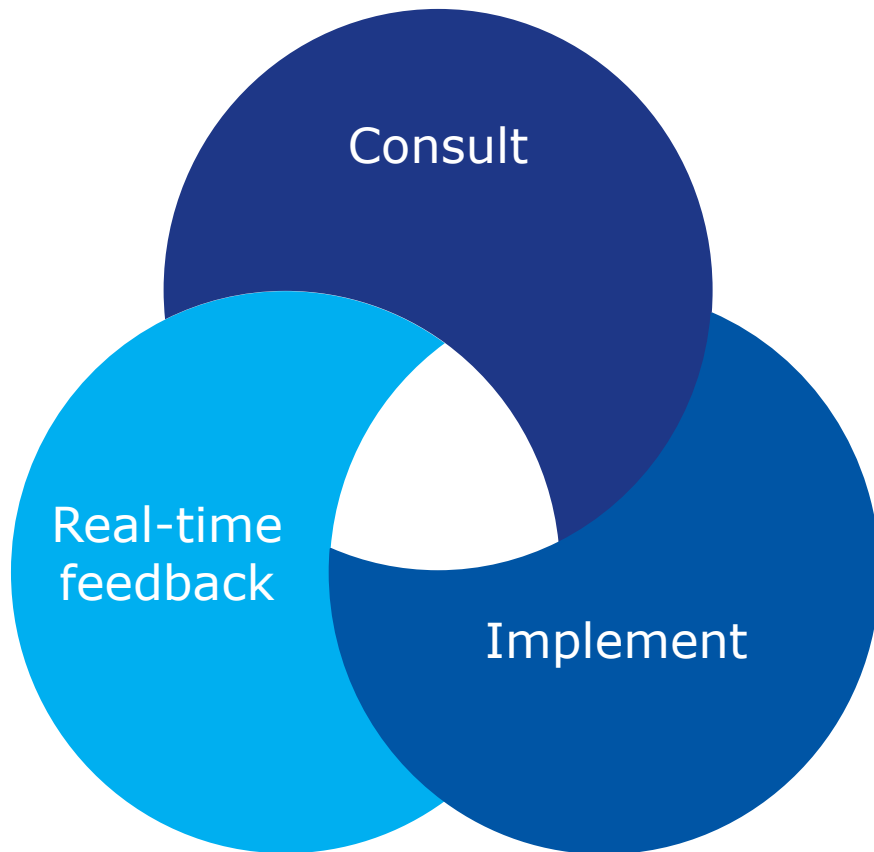
RECOGNISING

Create awareness and empower people to speak up

RESOLVING

Effectively handle incidents while minimising harm and impact

How it works: implementation process



Our DEEI<B approach can be customised to meet your needs and is supported by a robust implementation framework

We work closely with you to define and develop your DEEI<B plan and tailor our solutions accordingly.

Our DEEI<B workshops can be used as standalone solutions or integrated with our leadership, team and employee engagement offerings.

Delivered through a blended approach, they provide a tool to facilitate conversations and understand and respond to specific challenges across all levels of an organisation. This ensures that the impact of the intervention is sustained and remains responsive to your organisation's evolving operating context.

What makes our approach so effective?



—
Customised to align with your vision, values and goals

—
Integrates with your policies, processes and procedures

—
Can be used as standalone programmes or in combination with our other learning solutions

—
Takes a holistic approach that focuses on practical application and promotes long-term sustainability

—
Presents real-life scenarios grounded in the South African context

—
Underpinned by leading methodologies and tried-and-tested principles



2 COLLABORATE

EXECUTING COMMON GOALS TOGETHER

Diversity is being invited to the table, inclusion is being asked to dance, and belonging is dancing like no one is watching.



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