



# Diversity, Equity and Inclusion

*An Overview of our offering*



The business case for diverse organisations being more competitive in a complex society has been made.

In society today, this is also a social and moral imperative. Recurring and persistent racial, age and gender tensions in organisations /society show that the integration of Diversity, Equity and Inclusion (DE&I) is something that organisations struggle with. Embedding DE&I requires deep work with internal and external stakeholders in order for a change of hearts and minds to occur.

Work environments are becoming more and more diverse, which can be one of an organisation's greatest assets.

On the flipside, if not understood and nurtured, it can create conflict, unhappiness and result in organisations underperforming or becoming irrelevant.

Understanding and appreciating our differences and cultivating an equitable and inclusive culture are crucial prosperous organisations and society at large.

## 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 Challenge

The 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

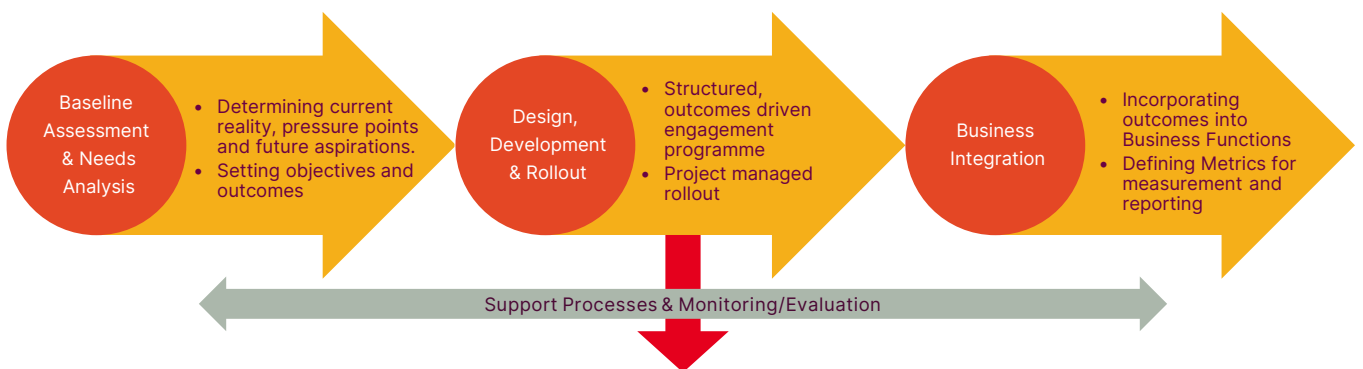
We meet our clients where they are at in the DE&I journey. We design bespoke, outcomes driven engagement interventions based on current reality and future aspirations.

We aim to support to set direction, obtain commitment and create alignment throughout the organisation with senior leadership taking the lead.

### Our Solution

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.



### Engagement Programme

#### Awareness & Education

- Talk Series
- Online learning
- Virtual Reality
- Internal Communications

- Building knowledge
- Shared DE&I language/terminology
- Foundation for deeper learning

#### Understanding & Appreciation

- Experiential immersive workshops comprising reflection, perspective taking, responding activities

- Position Statement/ Charter
- Strategic Plan
- Theory of Change

#### Living & Leading

- Dialogue Groups
- Capacitating Champions
- Inclusive Leadership

- Embedment through champions
- Action Tracker & Metrics
- Employee Resource groups
- Tools and techniques for open, honest and safe conversations.

# + Benefits

*"Embedding good DE&I practices strengthens organisations, helps to unify people and transforms a nation."*

- Social cohesion, acceptance & minimized conflict
- Deep understanding of underlining and unmentioned issues
- Cohesive culture and employees as ambassadors
- Tools and resources needed for self-management
- Embedment through capacitating internal champions
- Optimal employee value & productivity
- Proactive diversity & change management
- Relevant, responsive and inclusive leadership
- Mitigated risk
- Future-fit organisation
- Increased trust
- Nation building

Diversity, Equity and Inclusion is embedded within our people. A vast amount of experience and a wide range of qualifications makes us a well defined and unique team.

## Our People

Anton van Geest



Brandon Ludick



Bongie Mthunzi



Barenice Lecheko



Lesego Mautloa



Zola Gule-Straker



Eric Ackroyd



Tebogo Morapedi



Erosha Govender





[diversifi.co.za](https://www.diversifi.co.za)

+27 (0) 21 851 0091 | [info@diversifi.co.za](mailto:info@diversifi.co.za)

Cape Town:  
+27 (0) 21 851 0091

Unit 12, Paardevlei Specialist  
Medical Centre, Paardevlei,  
Somerset West, 7130

Johannesburg:  
+27 (0) 10 880 3933

Office G04, Ground Floor, Acacia House  
Stonemill Office Park, 300 Acacia Road,  
Darrenwood, Randburg, 2195