

5 STEPS

Build an engaging Diversity and Inclusion program



ConnectUz

INNODUEL
Digital Co-Creation Tool

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Enabling HR professionals and leaders with an engaging DI programs in line with company's strategy, structures, processes, policies, stakeholders, products, facilities.

It can be challenging to know where to focus next as you build your DI program with limited resources. More so, how to make the program both needed and wanted and engage employees in the shaping of inclusive company culture? Sense of inclusion and belonging in the workplace means higher returns, innovation, well-being, resilience and reduced turnover. Kick off your DI journey in a deliberate and manageable way.

How to develop organisations to be inclusive? How can they grow sustainably by adopting inclusion impactfully in daily routines and behaviours?

Organisations and communities are social constructions. Set of people, structures, beliefs, emotions, ways of working, urgencies, biases, values, goals and interactions make up a complex web. In addition to the complexity of the organisation itself, the world has become more complex, requiring organisations to learn continuously, rising to competition and global challenges

●... **STEP 1** ...▶

Leadership and HR commitment

Foundation. Defining goals, the company's unique challenges in relation to diversity and inclusion and the desired outcome. Securing leadership and HR buy-in for the optimal employee engagement.

STEP 2

Building awareness for employees

Based on the decisions at Step 1, harnessing awareness on the focus of the chosen topic (s), with a keynote, interactive Q&A.

Essential to capture atmosphere and gather input and relevant feedback of the session from the employees to make Step 3 a success story.

STEP 3

Employee engagement and cocreation

Engaging employees to deep dive into chosen topic (s) using Innoduel's cocreation process, together with the company leadership and HR. From awareness to interest and desire to take concrete actions.

STEP 4

Inclusion and Diversity journey map

Presenting the results of the engagement and cocreation process to leadership and HR for decision making. Easy to read format.

The results help focus and concretize set of action points for smooth Inclusion and Diversity program start or restart.

Helping leadership and HR make informed decisions based on collective wisdom of employees, made visible during the process.

Depending on the focus and the outcome of the process, potential concrete actions proposed will address, but are not limited to:

1. Organisational culture; i.e equal treatment, inclusive communication (intern), master suppression techniques, preventing or interference in (sexual) harassment, unconscious bias

2. Organisational structures: ie. equal pay, supporting father friendly workplaces, equity in recruitment and careers, safer space policy, DI plans and strategies
3. Clients and stakeholders: equal treatment in client meetings, DI scanning of stakeholders
4. Product and service development: unconscious bias, innovational team building, adaptation of DI policy documents in everyday work
5. Facilities and environment: i.e accessibility in office, meetings and seminars, inclusive communication (external)
6. Agile and cocreative impact analysis of chosen actions
7. Proposing and experimenting new routines to support inclusion in day-to-day work
8. All these themes are tailor-made to fit the various stakeholder groups: i.e C-suit, team leaders or team members with agreed group size and time slots

STEP 5

Taking action towards DI program

On stand-by for further engagement basis the Diversity journey map.

Price: Starting from 4900 € (+VAT)

The price depends on each organization's unique needs. You will get a customized offer before signing up.

SOUNDS GOOD?

Book a meeting

We would love to chat and learn more about your organization's unique challenges and needs on your journey embracing diversity and inclusion. We appreciate the slowness of the learning process and with our passion towards facilitation we are sure to follow you on the learning process that is engaging and impactful to your organization. Book a time for a meeting with Innoduel. It's online and 100% obligation-free.

[Book a meeting](#)

Provided by:

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CEO | ConnectUz



Digital Co-Creation Tool

Scaleable and inclusive co-creation solutions for continuous improvement.



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