

EQUITY, DIVERSITY AND INCLUSION AUDIT FOR SMES

Studies have shown that improving Equity, Diversity and Inclusion (EDI) in your workplace can lead to countless benefits like employee retention, creativity, innovation and market growth. But, understandably, getting started can feel overwhelming especially for SMEs who don't have an in-house team dedicated to improving diversity and inclusion.

This audit is for businesses:

- In the early stages of their Equity, Diversity & Inclusion (EDI) journey, currently operating in more of a grassroots approach
- With 10-250 employees
- Where senior management are committed to change and have allocated resources to developing a plan to improve EDI
- That have existing processes in place relating to recruitment, employee engagement, appraisals and promotions
- Are already tracking EDI metrics within the company including gender, sexuality and disability (but this isn't a deal breaker)

THE PROCESS AND COSTS

ACTIVITY	DETAIL
Introduction	<p>An initial 60-minute discovery call will allow me to gain business insights including current EDI goals and drivers. We will be looking at 4 key areas of the employee lifecycle:</p> <ol style="list-style-type: none">1. Attract2. Develop3. Promote4. Retain
Data Collection	<p>Over the next 2-3 weeks, the business will complete the EDI questionnaire and provide relevant documentation in support of the audit including:</p> <ul style="list-style-type: none">-EDI surveys (if available)-Recruitment process-Employee engagement surveys-Training opportunities-Appraisal & promotion processes
Data Analysis	<p>The submitted processes and surveys will then be reviewed and analysed in order to prepare tailored recommendations for how equity, diversity and inclusion can be improved..</p>
Recommandations	<p>The final 90-minute call will focus on reviewing findings and highlighting 2-3 actionable recommendations for each stage of the employee lifecycle.</p>
TOTAL COST	£1,500+VAT Payments are made in 3 x monthly instalments of £500+VAT

FAQS

What are the final outputs?

At the end of the program, you will have 8-12 actionable recommendations to help you improve diversity and inclusion for your business. You will have access to the presentation deck that we will review in the final 90 minute session as well as a tracker so that you can monitor EDI targets. Don't forget that the aim is progress over perfection.

What does diversity and inclusion have to do with sustainability?

Climate change may be one of the most pressing challenges of our time, but it doesn't affect everyone equally.

The communities that are impacted the hardest also tend to be the most disadvantaged. Climate justice is critical to tackling climate change, as it addresses the unfair burdens placed upon poor and marginalised groups. We need diversity of thought and experience to come up with inclusive solutions to the most complex challenges we, as a society, are facing. Because if the solutions we're offering aren't inclusive, they're not really solutions at all.

FAQS

What are the benefits of improving diversity and inclusion for my business?

Studies have shown that there are a wealth of benefits linked to improving diversity and inclusion in your business including:

- A wider range of perspectives when it comes to decision making and problem solving
- A wider and more diverse talent pool and level of experience for recruitment
- More innovative and creative business solutions
- The opportunity to tap into new markets
- Reduced employee turnover as a result of a more inclusive work environment
- Reduced absenteeism through enhanced employee wellbeing
- Better overall business performance

Why should I work with True Horizon?

You know there's more to business than making a profit. That's why you're here. My mission at True Horizon is to simplify sustainability for SMEs with no-nonsense strategy and support. And the people element of your strategy needs to include an assessment of diversity and inclusion within your own organisation. It's why, following the completion of the Cambridge Judge Business School Diversity, Equity and Inclusion course in the summer of 2023, I decided to build out my offerings to support SMEs in this vital area. If you're after a pragmatic approach, actionable advice and a focus on progress over perfection, you're in the right place.

WHAT NEXT

You want to improve equity, diversity and inclusion in your business because you believe that 'purpose' is more than a platitude.

You would like practical ways to kickstart or improve your approach to diversity and inclusion.

But you're worried about doing or saying the "wrong" thing.

And you're overwhelmed with all the elements you need to consider and how to measure progress.

Sure, you can go it alone but with expert advice and accountability you'll be able to implement changes that will have a positive impact on your employees and your business.

If you're ready to make diversity and inclusion a priority in your business, [let's chat](#).