



## Changing Workplace Culture — One Bold Conversation at a Time

At **Your D+I**, we do diversity and inclusion differently. No jargon. No corporate waffle. No finger-pointing. Just straight-talking, engaging training that gets people to listen, learn, and change.

Founded by **Chris Allan**, Your D+I is built on **9 years of professional experience** in equity, diversity, and inclusion, combined with **lived experience** of navigating workplaces that weren't always welcoming. For the last **5 years**, Chris has led Your D+I with one clear mission: make inclusion practical, affordable, and impactful for every business, from start-ups to corporates.

We work with organisations across sectors — tech, finance, retail, manufacturing, non-profit — delivering:

- **Tailored Workshops** – from tackling workplace banter to building inclusive recruitment practices
- **EDI Audits** – in-depth reviews of culture, policy, and practice
- **Consultancy & Strategy** – ongoing support to embed inclusion at every level

💬 *“Finally, training that doesn't make people switch off. Real talk, real change.”* – Operations Director, Retail

### Why Inclusion Matters (The Business Case)

Inclusion isn't just “nice to have” — it's a business essential. Here's why:

- **£6.3 billion** – annual cost of workplace discrimination to UK employers (CIPD)
- **25%** – more likely for gender-diverse companies to outperform competitors (McKinsey)
- **36%** – more likely for ethnically diverse companies to outperform competitors (McKinsey)
- **3x** – more likely employees are to be engaged if they work in an inclusive culture (Deloitte)
- **56%** – performance boost when employees feel a strong sense of belonging (Harvard Business Review)
- **87%** – better decision-making from diverse teams (Forbes)
- **70%** – more likely to attract and retain top talent (PwC)

💬 *“Chris brought such an engaging energy — the conversation continued long after the workshop.”* – Senior Leader, Finance

### Language Matters

Language is one of the most powerful tools in shaping workplace culture. It signals who belongs, who is valued, and who is overlooked.

#### Why it Matters:

- Employees who feel respected in communication are **4.6x** more likely to feel empowered to do their best work (Gallup)
- Biased language in job ads can reduce applications from underrepresented groups by **up to 30%** (Totaljobs)
- Microaggressions have cumulative mental health effects similar to overt discrimination (American Psychological Association)

#### Quick Wins:

- Swap gendered terms: “guys” → “team” or “everyone”
- Use plain English to include non-native speakers
- Confirm and use correct pronouns
- Describe actions, not identities

### How to Work with Your D+I

- **Relatable Delivery** – We speak in a way your teams will understand and respond to
- **Safe Spaces** – We create environments where people can talk openly without fear of blame
- **Actionable Insights** – Every workshop and audit ends with clear, practical next steps
- **Affordable & Accessible** – Flexible packages to suit all business sizes and budgets

💬 *“We've had other D&I training before, but this was the first time I saw people genuinely engaging — and laughing.”* – CEO, Manufacturing

### Banter: The Good, The Bad & The Ugly

#### Banter can build bonds — but it can also break trust.

When used well, it's mutual, good-humoured, and makes everyone feel part of the group. When it crosses the line, it's exclusion dressed up as entertainment — and it costs businesses dearly.

#### Key UK Stats:

- **62%** have heard “it's just banter” used to excuse discriminatory behaviour
- **28%** have felt excluded because of workplace banter
- Tribunal cases referencing “banter” are up **44%** in the last five years

#### Case Studies:

- **Manufacturing Company (Midlands, 2022)**: Paid £18,000 in compensation after sexist “jokes” towards a female engineer returning from maternity leave. Two senior women resigned soon after.
- **Marketing Agency (London, 2023)**: £25,000 payout for repeated jokes about a Polish accent. Three resignations followed in the same quarter.

💬 *“Your D+I deliver with warmth and humour while tackling hard truths. The impact on our team was instant.”* – HR Manager, Tech Firm

### 10 No-Nonsense Tips for Building Inclusion

1. **Call it Out, Calmly** – Address behaviour in the moment before it escalates
2. **Train Managers Proactively** – Equip leaders to recognise bias and take action
3. **Rotate Leadership Opportunities** – Give everyone a chance to step up
4. **Audit Job Ads** – Remove bias-coded words to attract a wider pool of candidates
5. **Survey for Belonging** – Ask how safe and included people feel, not just if they're “happy”
6. **Live Your Policies** – Inclusion policies mean nothing if they're not acted on daily
7. **Model from the Top** – Leaders must set the tone through their actions
8. **Celebrate Difference Year-Round** – Not just on awareness days
9. **Track the Right Data** – Monitor diversity, pay gaps, and progression rates
10. **Practice Daily Allyship** – Speak up and advocate for those not in the room



**Book Your Free Consultation** – [yourdandi.co.uk/get-in-touch](https://yourdandi.co.uk/get-in-touch)



**Take the Inclusion Health Check** – [Click here to get our score](#)



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