



# **Diversity and Inclusion**

# **Workshops and Consultancy**

# Hey!

I'm Chris, Founder and Director of Your D+I. 14 years ago I was fired for being gay. This had a serious impact on my life and career to the point where I felt that I could never bring my true, authentic self to work. Unbelievable right? Unfortunately, this still happens today with groups and demographics being discriminated against for just being themselves.

At your D+I, we are here to do D+I Differently. We are here to speak the way that your teams want to be spoken to and will understand.

We are not one for corporate bull sh\*t, finger pointing or assigning blame. We are here to educate, support, and help have those uncomfortable conversations.

We support you in instilling authentic diversity and inclusion into your organisations and in providing a platform where everyone is seen, valued, and supported on an equal playing field.



# Diversity and inclusion is for everyone.

Whether you are a large corporation or an SME, diversity and inclusion is everyone's responsibility.

Your D+I are not your traditional Diversity and Inclusion Consultancy. We offer an individual and unique approach to supporting your business. Born during the pandemic, we set out to create real change through our highly engaging workshops, Diversity and inclusion Audits and Consultancy. Working with us, not only will you get access to our extensive knowledge and resources, we also become your partner supporting and helping to navigate your business to become more inclusive.

Diverse organisations perform better, have increased financial returns and are proven to be more innovative. Our workshops help you to create truly inclusive workplaces by educating your people on diversity. We help you shape your operations so that equality and inclusion is at the heart of your agenda.



# Our Values



Providing a space where everyone feels they belong regardless of background, race, identity, gender, sexuality, age and more.



Improving awareness of the types of diversity already within organisations and beyond, putting D+I into practice.



Helping create change by improving our knowledge of the world around us, making it a more inclusive place for everyone.

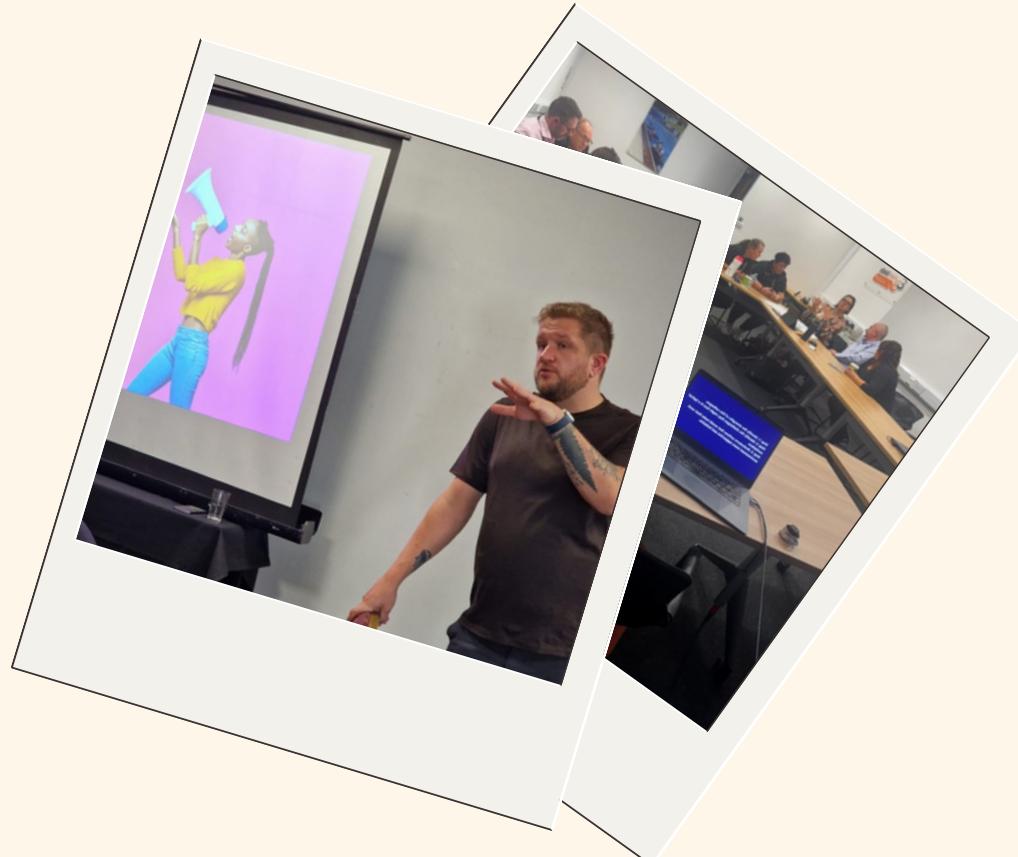
**who we love  
working  
with**





"Chris has the warmth and genuine enthusiasm and care that made our D+I training informative and enjoyable, the feedback from the team was extremely positive. I am so happy we found Chris amongst a sea of dull D+I companies, and look forward to working together going forward!"

*Danielle Lehtonen-Riley -  
Operations manager*



"We thoroughly enjoyed partnering with Your D+I when reviewing our D&I strategy. From the start of the project, Chris took time to fully understand our company, our culture and our challenges. Chris was incredibly passionate and knowledgeable and has helped to move us along on our inclusivity journey."

*Tom Craig -  
Director and Founder*



Chris was a fantastic facilitator for our 'You Can't Ask That' session for National Inclusion Week. He brought a perfect balance of expertise, empathy and curiosity to the conversation - asking insightful questions that encouraged openness while also sharing his own perspectives in a thoughtful way. The result was an engaging and powerful session that challenged people to think differently, broaden their horizons, and connect with often difficult questions in a safe, meaningful - and really entertaining - way.

*Emma Monk  
Senior Internal Communications and Engagement Manager*



"Chris and his team delivered an Allyship workshop to us at Centrica, with our Spectrum LGBT colleague network, and it was powerful! Topics included the A to Z of LGBTQ+, 'It's just Banter' to our engineers and colleagues -Chris is incredibly knowledgeable on all things in the D&I and social mobility space. Thank you, Chris, for helping colleagues to lean into the conversation in a safe space. Highly recommend!"

*Devi Virdi -  
Head of D+I*



Chris delivered misogyny and banter workshops for our grounds staff. Both sessions were engaging and targeted to meeting the group where they're at, they enabled us to have open conversations around difficult topics and make a plan towards culture change and allyship. I can thoroughly recommend working with Your D+I for a practical and personalised approach to inclusion training.

*Jack Lopez  
EDI Manager*



NEW LOOK



freedigital



STEIN  
IAS



UNIVERSITY OF  
Southampton



STORM



Vitesse

# Workshops we offer:

Our workshops aren't like all the others. We offer a service where we speak the way that your teams want to be spoken to and will understand. At Your D+I we are not one for corporate bull sh\*t, finger pointing or assigning blame. We are here to educate, support, and to help have those uncomfortable conversations. Our workshops and training are safe spaces for all. Created by accredited D+I specialists we offer a wide range of training options to best suit your business needs.

Our workshops range from a number of different topics, from LGBT+ inclusion, effective allyship and inclusive language. Unconscious bias for us isn't something that is a standalone topic and is something that weaves its way through all of the workshops we offer.

If you are looking for something a bit more bespoke just let me know!



# Inclusive Language: The Essentials

A 1.5-Hour High-Impact Workshop on Banter, Culture & Communication

## What We Cover

This streamlined 90-minute workshop gives teams the essential tools to communicate more inclusively and confidently at work. We explore the big hitters: protected characteristics, banter that crosses the line, cultural and communication differences, body language, tone, and why "language isn't universal."

Participants leave with a practical understanding of how language lands across cultures, identities and experiences – and how to adjust their communication so colleagues feel respected, safe and included.

### The Foundations (15 minutes)

- Why inclusive language matters
- Equality Act basics: protected characteristics
- The difference between intent vs impact
- When "banter" becomes harmful

### 2. Cultural Differences in Communication (20 minutes)

- Why language isn't universal
- Direct vs indirect communication styles
- Cultural differences in humour, formality & feedback
- When a phrase is totally normal in one culture... and a disaster in another
- Avoiding assumptions & relying on shared meanings

### 3. Accent Bias, Tone & Body Language (15 minutes)

- Accent bias and class-coded language
- How tone changes meaning (especially online!)
- Body language differences across cultures
- What "respectful" or "rude" looks like – depending on who you ask
- Reading the room.

### 4. Everyday Inclusive Language Tools (20 minutes)

- Practical swaps that land better
- How to handle language you're unsure about
- Pronouns, identity terms, and evolving language
- How to ask questions without embarrassing yourself or others
- Quick examples of microaggressions & how to avoid them

### 5. Banter Boundaries (10 minutes)

- The banter spectrum: harmless → exclusion → harm
- Jokes about identity, accent, culture or background
- When to step in and when to check in
- The "Could this land differently?" test

### 6. Quick Scenarios & Real-Life Moments (10 minutes)

- Cultural misunderstanding examples
- Banter that needs a reset
- Tone mishaps in Teams/Slack
- Body language misreads
- Short group discussion/reflection

### 7. Wrap-Up & Practical Takeaways (5 minutes)

- The Inclusive Language Cheat Sheet
- 3 things to start doing today
- 3 things to stop doing today
- Team commitment to better conversations



## Learning Outcomes

- Understand why inclusive language matters – and how it affects culture.
- Recognise banter or comments that might harm or exclude others.
- See how cultural differences shape communication, humour & expectations.
- Understand that language is not universal – meanings vary across identity, culture & lived experience.
- Use inclusive language more confidently, both in-person and online.
- Adjust tone, body language and communication style for diverse audiences.
- Avoid common microaggressions and accidental slights.
- Apply simple tools to communicate with clarity, respect and empathy.



# It's Just Banter: Your Guide to Inclusive Language

## Inclusive Language, Bias Awareness & Psychological Safety at Work

### What We Cover

"It's Just Banter?" is a practical, engaging workshop designed to help teams understand how everyday language, jokes and "banter" can either build belonging – or quietly erode it. Let's dig into the Equality Act 2010 (including the latest sexual-harassment updates), protected characteristics, unconscious bias, accent bias, microaggressions, psychological safety and empathetic listening.

This isn't about policing humour – it's about helping people communicate with clarity, confidence and respect, while knowing how to handle things when a joke lands badly or a comment goes too far so expect honest conversation, real examples, a bit of humour, and tools you can actually use the second you leave the room

#### 1. The Legal Stuff (without the legal lecture)

- Equality Act 2010
- Protected characteristics
- Recent changes in sexual-harassment legislation
- When "banter" becomes discriminatory behaviour

#### 2. Identity, Bias & the Realities of Modern Workplaces

- Unconscious bias & microaggressions
- Intersectionality (because no one is just one thing)
- Accent bias & class-coded language
- Cultural and neurodiversity awareness

#### 3. Inclusive Language – Practical, Everyday Tools

- Why inclusive language matters
- Words, phrases and habits that land badly
- Simple swaps that make a huge difference
- How to navigate evolving language with confidence

#### 4. Banter: The Good, The Bad & The "We Need to Talk"

- The spectrum of banter – harmless → harmful
- Impact vs intent
- When to step in (and how to do it without being awkward)
- Real-life scenarios your team will 100% recognise

#### 5. Psychological Safety & Empathetic Listening

- Creating an environment where people feel safe speaking up
- How empathetic listening transforms team culture
- Calling in vs calling out
- Repairing relationships when harm has happened

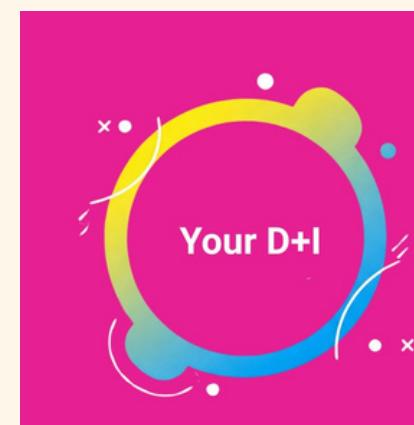
#### 6. Virtual Banter & Hybrid Teams

- Tone, clarity and inclusivity online
- Misinterpretation risks
- Creating inclusive norms in virtual spaces

#### 7. Action Planning

- The Inclusive Language cheat sheet
- Behaviour commitments
- Team norms
- How managers embed this into everyday practice

- Identify the protected characteristics and understand why they exist.
- Understand the Equality Act and how it applies to workplace communication.
- Recognise unconscious bias, microaggressions and accent bias in everyday interactions.
- Confidently use inclusive language – in writing, meetings, chat apps and conversations.
- Distinguish between harmless language and banter that can cause exclusion or harm.
- Address problematic comments with confidence and empathy.
- Apply empathetic listening skills to build trust and psychological safety.
- Create more inclusive communication norms across teams and hybrid workplaces.



# Being an Effective Ally

## Practical Allyship, Bystander Action & Inclusive Leadership at Work

*Being an Effective Ally* is a practical, people-centred workshop designed to help teams support underrepresented colleagues with confidence – not performative gestures. Together let's unpack what real allyship looks like in action, how to shift from passive bystander to active ally, and how everyday behaviours can either reinforce exclusion or help dismantle it.

Our session goes beyond slogans and handbooks. Participants learn how to intervene safely, challenge harmful behaviours, and build the kind of psychologically safe, inclusive workplace where everyone feels seen, respected and able to thrive.

### What we cover

#### 1. What Allyship Actually Is (And Isn't)

- Ally vs accomplice – what's the difference?
- Why allyship is the backbone of inclusion
- Avoiding tokenism, saviourism, and "Instagram allyship"
- The power of everyday actions

#### 2. From Bystander → Upstander

- Understanding passive vs active behaviours
- How to intervene in discriminatory situations at work
- Practical, safe ways to challenge harmful language or actions
- Bystander fatigue & how to keep going sustainably

#### 3. Understanding Lived Experience

- "In Their Shoes" exercise – building empathy without putting the emotional load on marginalised colleagues
- Listening deeply without centring yourself
- Impact vs intent – how harm is experienced by different communities

#### 4. Inclusive Leadership & Psychological Safety

- How allyship strengthens trust and belonging
- Creating environments where speaking up is safe
- Modelling inclusive behaviours as a manager or team member
- Supporting colleagues without overstepping or taking over

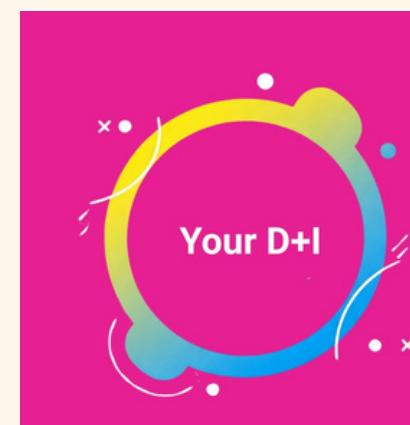
#### 5. Self-Reflection & Accountability

- Checking your motives
- Understanding privilege without defensiveness
- How to course-correct when you get it wrong (because we all do)
- Making allyship a daily habit, not a workshop takeaway

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### Learning Outcomes

- Identify whether they typically act as an ally or accomplice, and where they want to grow.
- Understand why allyship is everyone's responsibility – not just HR, not just leadership.
- Gain confidence in intervening when discrimination, exclusion or harmful behaviour occurs.
- Apply practical tools to challenge behaviours safely and effectively.
- Build empathy
- Demonstrate self-reflection and accountability as part of their allyship practice.
- Develop personalised commitments to be a better, braver ally in everyday interactions.
- Contribute to a more inclusive, psychologically safe workplace where all colleagues can thrive.



# Active Bystander & Intervention Training

Build Confidence. Challenge Harm. Strengthen Culture.

*This practical and energising training gives your teams the tools, confidence and strategies to challenge harmful behaviour in the workplace safely. Whether it's inappropriate "banter," exclusionary comments, microaggressions or more serious misconduct, participants learn how to recognise risk, intervene safely, support those affected, and help build a culture where everyone feels able to speak up.*

*Active bystander skills are essential for maintaining psychological safety, resolving conflicts early, and preventing issues from escalating into complaints, grievances, or reputational damage. In this workshop, we turn passive bystanders into confident, capable allies.*

## What we cover

### 1. Understanding the Bystander Effect

- Why we freeze, stay silent or assume "someone else will deal with it"
- Barriers to speaking up – fear, hierarchy, uncertainty, awkwardness
- The cost of silence for teams & culture

### 2. What Counts as Harmful Behaviour?

- Microaggressions, exclusion, biased language & inappropriate humour
- Harassment, bullying and misconduct indicators
- Online/virtual behaviours (email, chat, Teams, hybrid meetings)

### 3. The Four D's of Intervention

Practical, usable tools for safely stepping in:

- Direct: addressing behaviour clearly
- Distract: shifting the dynamic or de-escalating
- Delegate: involving the right support
- Delay: checking in afterwards + documenting concerns

### 4. The Psychology of Safe Intervention

- Managing your own emotional response
- Staying calm under pressure
- When not to intervene directly (safety first)

### 5. Supporting the Impacted Person

- Validating experiences without minimising
- Trauma-aware communication
- Avoiding accidental saviourism

### 6. Real-Life Scenarios & Role-Plays

- "Banter" that crosses the line
- Exclusionary language
- Power dynamics (challenging senior colleagues)
- What to do when you freeze

### 7. Building a Speak-Up Culture

- How leaders model intervention
- Team norms that support psychological safety
- Embedding intervention practices into everyday workflow

## Learning Outcomes

- Understand the bystander effect and why people hesitate to intervene.
- Recognise harmful behaviours early – including subtle or unintentional ones.
- Apply the Four D's to step in safely and confidently.
- Know how to support colleagues impacted by discrimination or inappropriate behaviour.
- Develop situational judgement: when to intervene, when to escalate, and when to seek help.
- Strengthen team culture by modelling respectful, inclusive behaviour.
- Help create a psychologically safe environment where speaking up becomes the norm, not the exception.



# Coping With Grief: Don't Stop Grieving

See it. Name it. Interrupt it.

*Unconscious Bias Awareness Training helps teams understand how bias shapes everyday decisions, interactions and workplace processes – often without us realising. This session goes beyond the basics, exploring how bias influences hiring, promotions, feedback, “banter,” who gets heard, who gets overlooked, and how team dynamics form.*

*Participants learn practical, evidence-based strategies to interrupt bias in real time, reduce its impact on decision-making, and create fairer, more inclusive environments where everyone has a genuine chance to thrive.*

*This isn't a guilt trip – it's about awareness, accountability, and learning tools that help us slow down, see more clearly, and make better decisions.*

## What we cover

### 1. What Bias Actually Is (And Isn't)

- The science behind biases
- Why the brain uses shortcuts
- Intent vs impact
- Myths about bias (“I treat everyone the same,” “I don't have biases”)

### 2. Types of Bias That Show Up at Work

- Affinity bias
- Halo/horns effect
- Confirmation bias
- Attribution bias
- Beauty bias
- Accent/class bias
- Gender & racial bias
- Neurodiversity misunderstandings

### 3. Where Bias Hides in Everyday Decisions

- Recruitment & hiring
- Interviews & CV screening
- Performance reviews
- Leadership behaviours
- Who gets opportunities (and who doesn't)
- Feedback, discipline, banter and “culture fit”

### 4. Microaggressions & Everyday Exclusion

- Subtle behaviours with big impact
- What people often overlook
- How to spot, stop and prevent microaggressions

### 5. How to Interrupt Bias in Real Time

Practical strategies you can use immediately:

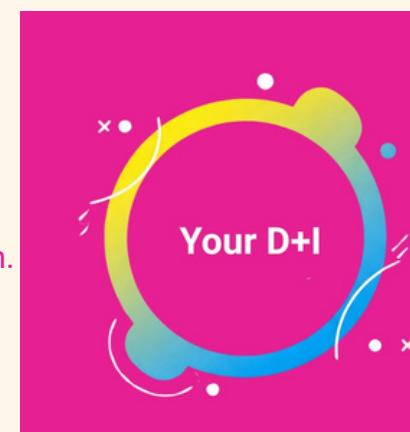
- Pause & reflect tools
- Structured decision-making frameworks
- Debiasing personal assumptions
- Challenging patterns safely
- Asking bias-check questions
- Using inclusive language intentionally

### 6. Building a Bias-Aware Culture

- Psychological safety
- Slowing down fast decisions
- Inclusive meeting practices
- Accountability without blame
- Team norms for fairness

## Learning Outcomes

- Understand what unconscious bias is and how it develops.
- Recognise common types of biases and how they appear in workplace decisions.
- Identify microaggressions and subtle exclusionary behaviours.
- Gain confidence interrupting bias in the moment – respectfully and effectively.
- Use frameworks to make fairer decisions in hiring, performance reviews and daily interactions.
- Apply inclusive communication skills to reduce unintended harm.
- Contribute to a team culture rooted in fairness, awareness and psychological safety.



# Coping With Grief: Don't Stop Grieving

## A Human Workshop on Loss, Change & Supporting People at Work

Coping With Grief: Don't Stop Grieving is a compassionate, evidence-informed workshop that explores how grief affects us at work – from bereavement to identity shifts, relationship changes, anticipatory grief, ambiguous loss and major life transitions. It can show up in many forms, often quietly: difficulty concentrating, irritability, exhaustion, withdrawal, humour-as-a-shield, or the pressure to “get back to normal.” This session helps teams understand the realities of grief, the many ways it can manifest, and how to support colleagues with empathy, boundaries and confidence – without falling into toxic positivity or unhelpful clichés. The workshop gives managers and teams the language, tools and confidence to create psychologically safe environments where people feel held, not hurried.

### What we cover

#### 1. Understanding Grief (Beyond the Stereotypes)

- Grief as a natural human response to loss, transition and upheaval
- The many forms of grief: bereavement, anticipatory grief, ambiguous loss, collective grief, identity grief
- Why grief isn't linear (and why the “five stages” aren't the full story)
- Myths about grief that harm more than help

#### 2. How Grief Shows Up at Work

- Cognitive impact: concentration, decision-making, memory
- Emotional impact: numbness, overwhelm, short temper, anxiety
- Physical impact: fatigue, sleep disruption, illness
- Behavioural changes: withdrawal, overworking, avoidance, humour, silence

#### 3. Inclusive & Compassionate Support

- What to say and what not to say
- Trauma-aware communication
- Understanding cultural and faith-based grief practices
- Navigating grief in a diverse workforce (neurodiversity, disability, queerness, family structures)
- Supporting colleagues without prying, assuming or centring yourself
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#### 4. Manager & Leadership Guidance

- Creating psychologically safe spaces
- Structuring work compassionately without lowering standards
- Grief-sensitive return-to-work conversations
- Reviewing policies: bereavement, compassionate leave, flexible working
- How to avoid “performative care” and offer meaningful support

#### 5. Boundaries, Self-Care & Team Dynamics

- How to support others without burning out
- Recognising emotional labour
- Balancing compassion with workload realities
- Handling team conflict or tension during grief periods

#### 6. The Don't Stop Grieving Approach

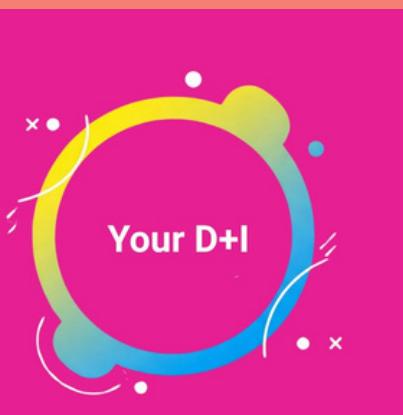
- Conversation scripts for difficult moments
- Scenario-based exercises
- Reflective journaling
- The “In Their Shoes: Grief Edition” empathy activity
- Resource guide for continued support

#### 7. Building a Speak-Up Culture

- How leaders model intervention
- Team norms that support psychological safety
- Embedding intervention practices into everyday workflow

### Learning Outcomes

- Understand what grief is, how it manifests and why it varies so widely.
- Recognise the visible and invisible signs of grief in colleagues.
- Offer compassionate, psychologically safe support without overstepping.
- Use inclusive, trauma-aware language that avoids minimising or invalidating grief.
- Handle return-to-work conversations with clarity, confidence and care.
- Navigate team dynamics when grief affects individuals or whole teams.
- Build ongoing support into workplace culture rather than one-off gestures.
- Feel more equipped – as managers, colleagues or friends – to meet people where they're at.



# Making Inclusion Work for You

Turning Inclusion from a “Nice-to-Have” into Everyday Practice

Making Inclusion Work for You is a practical, strategy-focused session designed to help organisations embed inclusion into everyday behaviours, processes, policies and decision-making. Instead of one-off DEI activities that fade after a week, this workshop helps teams build systems and habits that create lasting culture change.

Participants explore what genuine inclusion looks like in a modern workplace, how to identify barriers, how to build psychologically safe teams, and how to turn values into action across leadership, HR, operations and day-to-day interactions.

Together, we will create a clear roadmap for embedding inclusion sustainably – whether you’re just starting or strengthening what’s already in place.

## Learning Outcomes

- Understand what meaningful inclusion looks like – beyond diversity stats.
- Identify barriers that prevent inclusion from sticking.
- Build inclusive behaviours into everyday communication and teamwork.
- Spot bias in policies, processes and decision-making.
- Strengthen psychological safety across teams.
- Apply inclusive leadership practices regardless of job title.
- Use data and feedback to make ongoing improvements.
- Leave with a clear, practical action plan to embed inclusion sustainably.



## What we cover

### 1. What Inclusion Actually Means (Beyond Diversity Numbers)

- Diversity vs inclusion vs equity – and why each matters
- Belonging: how it feels and why it drives performance
- Inclusion as behaviour, not branding

### 2. Why Inclusion Fails (And How to Fix It)

- Tick-box DEI activities
- Lack of accountability
- Policies that don’t match the culture
- Leaders who don’t model behaviour
- Silent norms that exclude people

### 3. Embedding Inclusion into Everyday Practice

- Every day, language, communication and team interactions
- Inclusive meetings
- Hybrid and remote considerations
- Making feedback practices fairer
- Handling conflict and differences in healthy ways

### 4. Policies, Processes & Systems

- Where bias hides in hiring, promotion, onboarding and performance
- Inclusive recruitment tools
- Reviewing policies through an inclusion lens
- Building accessible, inclusive workflows

### 5. Inclusive Leadership & Psychological Safety

- Leadership behaviours that create belonging
- How to model curiosity, humility and accountability
- Creating environments where speaking up is safe
- Managing team dynamics during change

### 6. Measuring What Matters

- Inclusion metrics: what, why and how
- Pulse checks & feedback loops
- Tracking behaviour change
- Moving from data → action

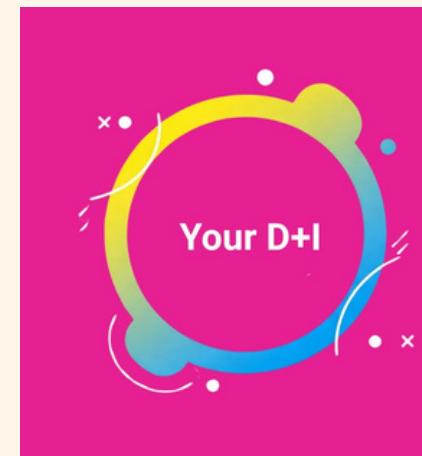
### 7. Action Planning & Commitment

- Organisation-specific inclusion goals
- Team-level action plans
- Barriers, enablers & accountability structures
- Building long-term momentum

# Lunch and Learns:

- Exploring the history of inclusive language
- A concise guide to fostering an inclusive workplace
- An overview of allyship
- Understanding pronouns: inclusive or irrelevant?
- Celebrating LGBT+ History Month and Pride month and its significance
- What does Star Trek (yes, you read that right!) have to do with EDI

Looking for something more bespoke? Get in touch.



# Auditing + Consultancy



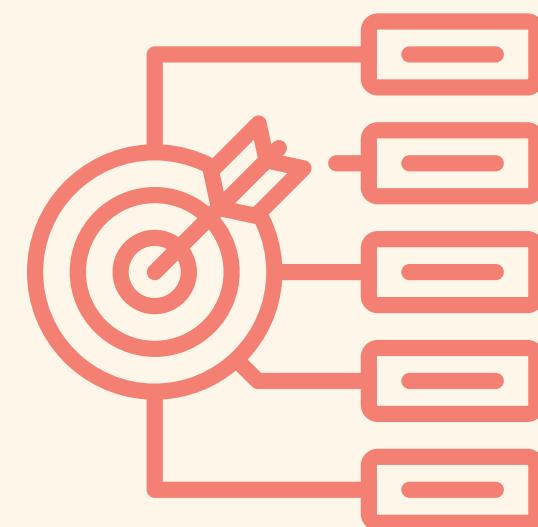
# 12 Week Audit, strategy and objective plan



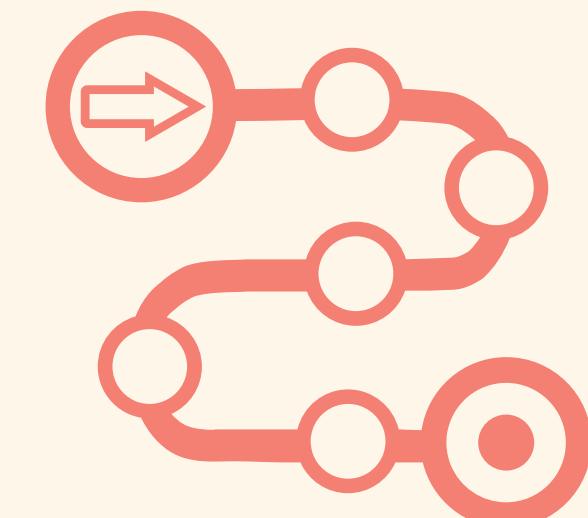
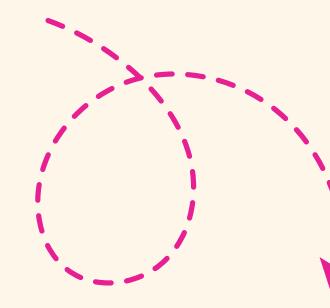
**Survey**  
Completed within the first 4 weeks



**Audits**  
Completed within 8 weeks



**Strategy and Objectives**  
delivered within 16 weeks



**Roadmap**  
Created with your business in mind  
within the final week

# D+I Audit

Our service is designed to help your business gain a deeper understanding of its current Diversity and Inclusion practices, if any, whether you're just starting or looking to enhance existing efforts. We deliver a comprehensive report detailing our findings and an action plan to ensure that inclusion becomes a core value of your organisation. Our audit will seamlessly integrate into your daily operations. Survey questions will be agreed upon between Your D+I and the client.

We will provide a comprehensive guide outlining the necessary information, along with a list of individuals within your organisation whom we may need to consult with. These conversations will guide us in developing an effective, inclusive strategy and objectives tailored to your needs.

Our offerings include a customized Diversity and Inclusion plan for your business, as well as a tailored training program to address any issues highlighted in your audit.

What's included:

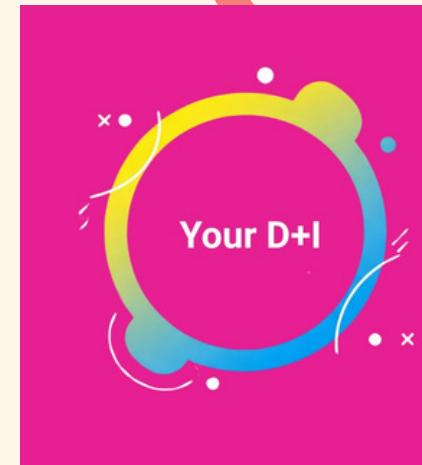
- EDI survey for the team
- EDI survey for the SLT team
- Equality Diversity and Inclusion Strategy
- Equality Diversity and Inclusion Objectives
- Auditing of current recruitment, marketing and internal procedures
- Organisational and external approaches and understanding of EDI
- Inclusive and diverse recruitment practices
- Inclusive and diverse onboarding and progression plans
- Workplace accessibility
- Inclusive and diverse branding, marketing and communication channel
- Staff survey assessment
- Focus Groups



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We love working with Your D+I, their detailed knowledge about the DE&I topics is something that opened our eyes and helped us start on our own DE&I journey. They helped us audit our Recruitment and Hiring processes, made recommendations for our online presence to make it more accessible and inclusive and brought new perspectives to the team with their educational workshops. Chris is always available for a chat and quick to answer a question, and we thank him and the whole team at Your D+I for their support and dedication!

**Monika Szabova**  
*Impact Manager*

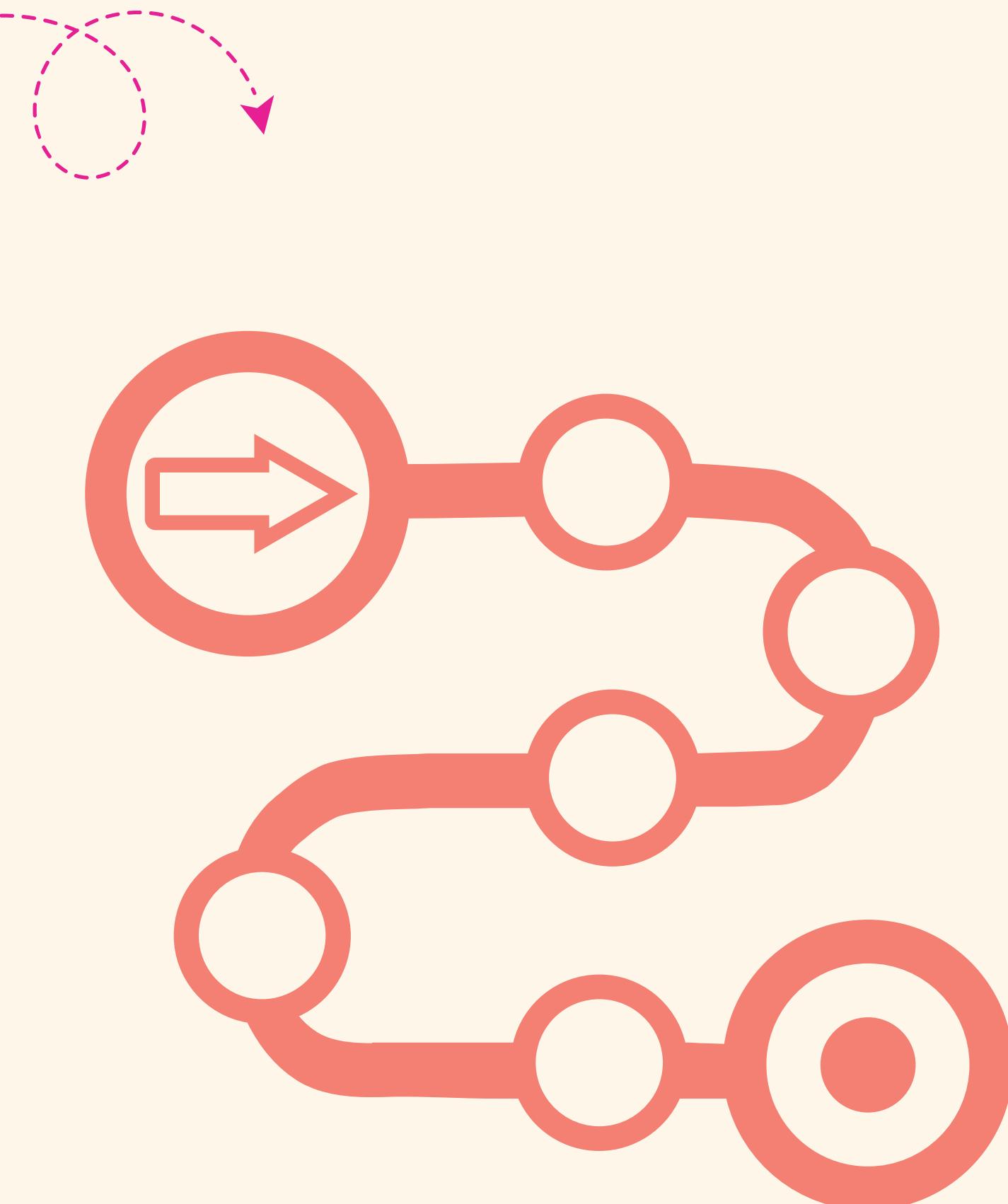


# Six Month Roadmap

A clear and attainable six-month roadmap will be developed in collaboration with your business. This plan will include workshops suggested by the Diversity and Inclusion (D+I) strategy and audit findings, awareness days, and ways to recognize and celebrate these occasions. A D+I calendar will be crafted to represent the workforce within your organization and the demographics identified through the survey.

We understand that circumstances in business can change and new challenges may arise, which is why we propose an initial six-month roadmap. After this period, we will schedule a meeting to review what has been successful and what might require additional focus or time. We are committed to supporting you throughout this journey, not just during the project, and we encourage you to reach out with any questions. We will also be available to assist with ideas on how to effectively implement the important D+I dates.

Timelines mentioned are flexible.



# Inclusive Language Toolkit



Language shapes workplace culture. When it's inclusive, people feel respected, valued, and safe to contribute. When it isn't – when "banter" crosses the line, when stereotypes sneak into emails, or when harassment hides behind "just a joke" – the impact is huge: employee wellbeing suffers, trust breaks down, and organisations lose talent.

This toolkit provides everything you need to:

- Recognise inclusive vs harmful communication.
- Spot warning signs when banter becomes exclusion.
- Call it out (and call it in) with confidence.
- Update policies in line with the latest Equality Act 2010 protections, including the new duty on employers to prevent sexual harassment (Worker Protection Act, Oct 2024). Including a Inclusive language policy template.
- Provide HR, managers, and employees with practical scripts, examples, case studies, and a clear 3-month embedding plan.
- Implement everything in this kit for an induction pack
- Implement this kit in a train the trainer format

Bottom line: Inclusive communication is not about being "PC" or humourless. It's about creating a culture where everyone belongs, everyone feels safe, and everyone can thrive.



# Pricing

We want to ensure that Diversity and Inclusion support is available to all, and therefore, we offer a tiered pricing model depending on the size of your business. Get in touch to find out more!

Pricing:

Workshop 1-1.5 hours: £895

Workshop 2-2.5 hours: £1295

Lunch and Learns 45 mins: £496

SME workshops: Get in touch for pricing

Audit: starts at £4000 (depending on business size)

Inclusive Language guide and policy: £450

# T's + C's

If you would like more of a bespoke workshop package or service please get in touch!

Please note costings are inclusive of VAT. Travel and accommodation, if required, will be charged separately. 50% of the invoice will be required upfront for consultancy/audit, with the remaining balance being paid within 30 days of completion unless otherwise agreed. A statement of work must be signed by both parties before work commences

Workshops must be paid in full within 7 days of workshops/ session being agreed.

Payment can be made via bank transfer or Credit/ Debit card

\*Terms and conditions apply



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[www.yourdandi.co.uk](http://www.yourdandi.co.uk)  
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