



Your D+I

Diversity and Inclusion Starter Kit

Diversity and inclusion is for everyone.

Whether you are a large corporation or an SME, diversity and inclusion is everyone's responsibility. It is not (and should not be) a tick-box exercise. Here at Your D+I, we want to support all businesses regardless of size and have designed our Diversity and Inclusion SME Starter Kit to do just that.

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 becoming 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.



Three simple and affordable phases

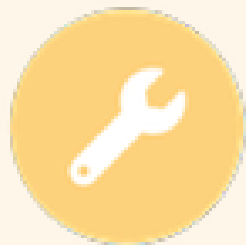
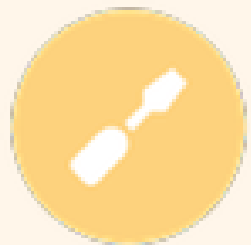
Our **Diversity and Inclusion Starter Kit** is split in to three phases, each of which spans two months. When all three phases have been completed, your business can earn the Your D+I stamp of approval. This can be displayed with pride to show your commitment to diversity and inclusion.

Here is a breakdown of each of the three phases:

Phase 1: Planning

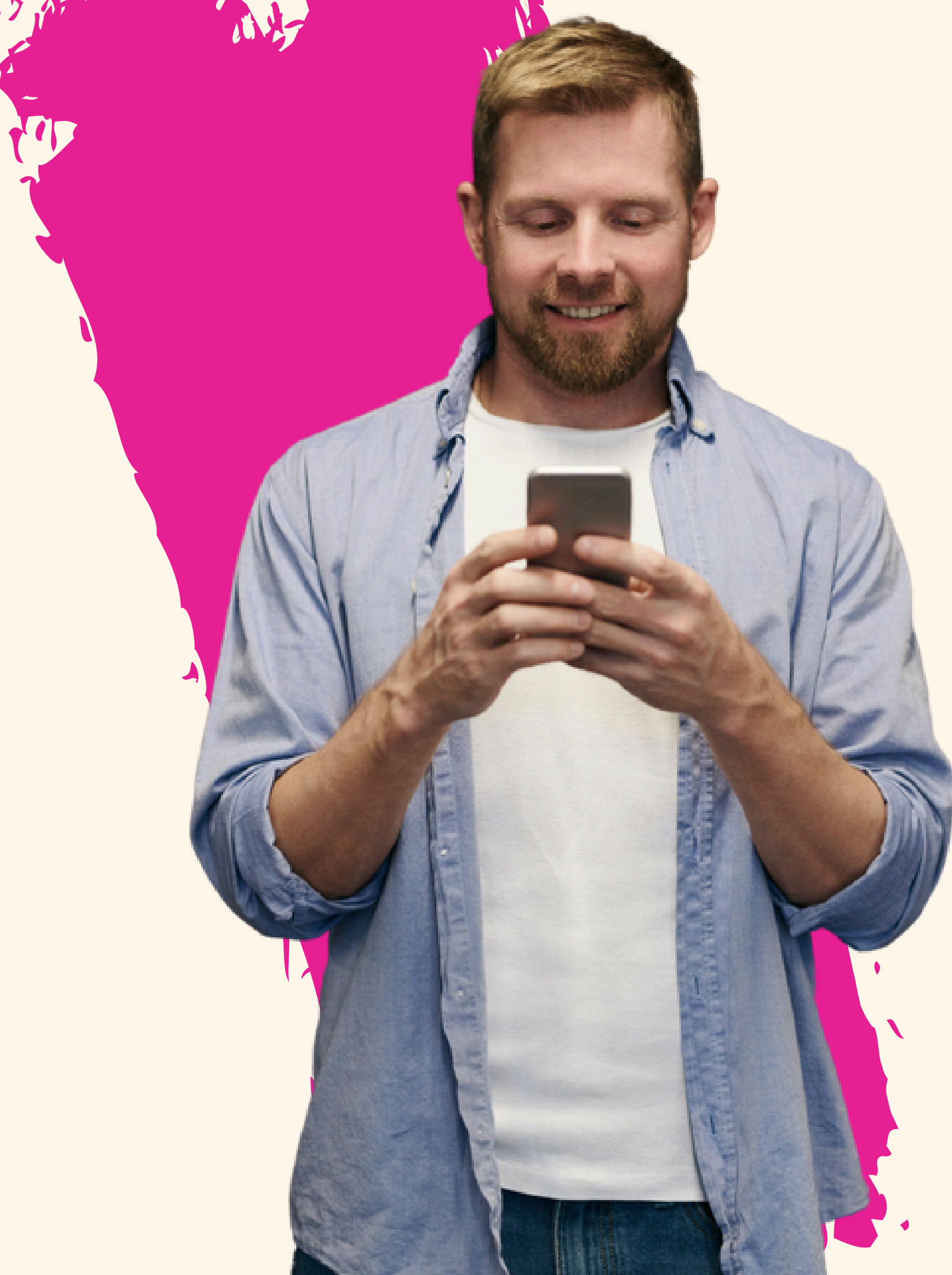
Phase 2: Assessment

Phase 3: Education



[See what our clients have to say.](#)





Phase 1

The first phase of the **Diversity and Inclusion Starter Kit** is all about preparation. Diversity and inclusion isn't something that happens overnight, and it requires plenty of planning.

In Phase 1, you can expect to see:

- Diversity and inclusion policy/assessment
- Staff and leadership surveys
- Senior Leaders D+I survey
- Practical resources to help you set intentions and priorities
- Full Accountability
- Continuous support from Your D+I
- Inclusive policy templates



Phase 2

The second phase of the **Diversity and Inclusion Starter Kit** is designed to ensure your recruitment and marketing practices are inclusive for all.

In Phase 2, you can expect to see:

- Marketing assessment
- Social media Assessment
- Employer Resource Group Support
- Activities to help you understand how inclusion shows up day to day
- Review of recruitment, onboarding and internal communications
- Recruitment and Onboarding checklist
- A clear snapshot of strengths and gapsList Item



Phase 3

The third phase of the **Diversity and Inclusion Starter Kit** focusses on you and your employees becoming more knowledgeable around D+I topics.

In Phase 3 you can expect to see:

- A choice of practical workshop
- Inclusion factsheets
- A 6-month roadmap to help you move from intention to action
- Life time accountability from Your D+I
- Complete resource list for further education

[Check out our workshops](#)

How it

works

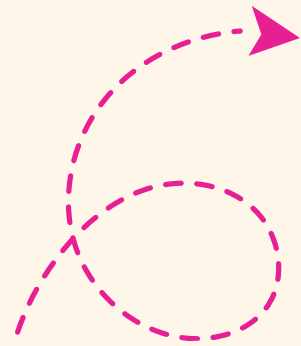


12 Week Audit, strategy and objective plan



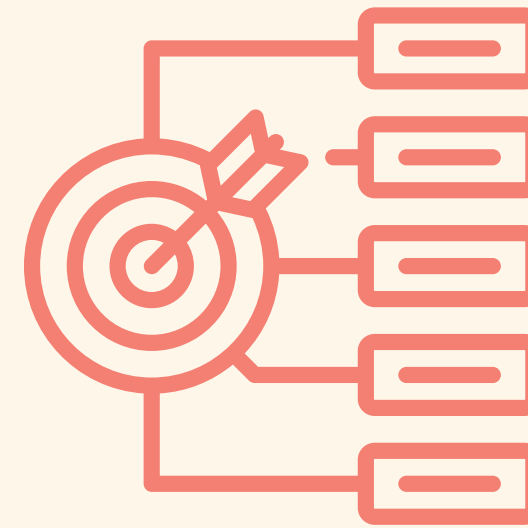
Survey

Completed within the first 4 weeks

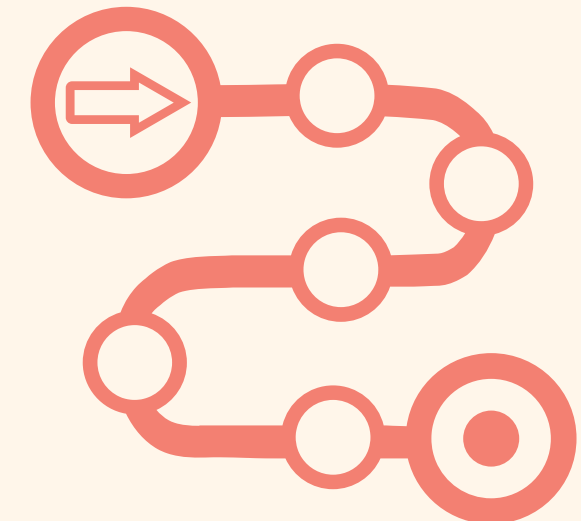
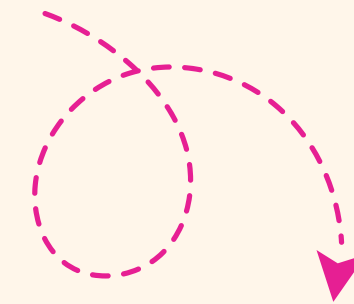


Audits

Completed within 8 weeks



**Strategy and Objectives
delivered within 16 weeks**



Roadmap

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

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.



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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

Pick 'n' Mix Inclusion Audit Options

Not every organisation needs a full inclusion audit.

That's why we offer a Pick 'n' Mix Inclusion Audit. This allows you to choose specific elements, such as a staff inclusion survey or policy review, without committing to a full programme.

This flexible approach helps organisations focus on priority risks, gather meaningful insight, and build evidence for next steps.

Choose from individual audit elements

Staff and leadership Inclusion Survey.

An anonymous workplace inclusion survey capturing employee experiences of belonging, fairness, psychological safety and culture.

Policy & Document Review.

A focused review of key people policies to assess inclusion, clarity, legal alignment and lived impact.

Leadership & Manager Insights.

Structured interviews or focus groups to understand leadership confidence, decision-making and cultural barriers.

Diversity Data & Reporting Review

A light-touch assessment of diversity and inclusion data collection, reporting and follow-through.

How the Pick 'n' Mix audit works

Select one or more audit components.

Start small and expand over time.

Use findings to inform training, policy updates or a full inclusion audit.

No unnecessary spend or complexity.

[Book a call to find out more](#)

Inclusive Language Toolkit

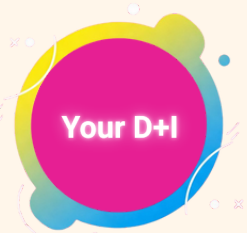


Language shapes workplace culture. When it's inclusive, people feel respected, valued, and safe to contribute. When it isn't — when “banter” crosses the line, when stereotypes sneak into emails, or when harassment hides behind “just a joke” — the impact is huge: employee wellbeing suffers, trust breaks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

Starter Kit: starts at £1500 (depending on business size)

Inclusive Language guide and policy: £450

[Book a call to find out more](#)

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

Say hello at chris@yourdandi.co.uk
Let's have a chat on 07563222426
www.yourdandi.co.uk
Check out our free resources
[Click here](#)

