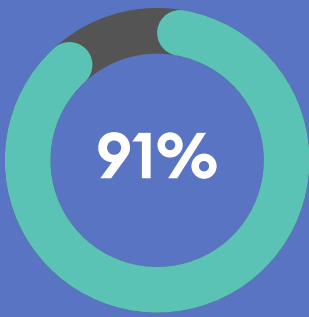


BUILDING Inclusive Workplaces

Through Innovative & Evidence-Based Solutions



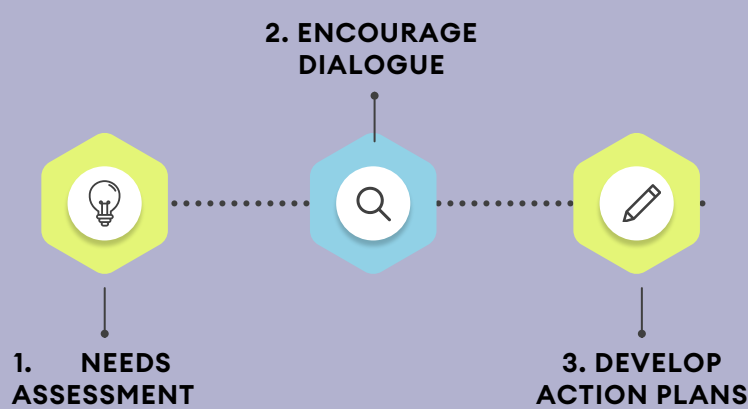
OF CUSTOMERS

would switch to a more purpose-driven brand if they offered a similar product and price.



6X MORE INNOVATION & AGILE

Organizations that have inclusive cultures are 6X more innovative and agile.



HOW CAN EQUALITY 360 HELP YOU?

No two organizations are the same, and a one-size-fits-all approach to DEI rarely yields lasting results. DEI training through Equality 360 enables organizations to uncover the unique challenges and opportunities within their own workplaces. Armed with this insight, organizations can develop tailored strategies that align with their specific goals and culture.

CASE STUDY

A mid-sized tech company in Canada faced challenges common to many scale-ups. Despite having a diverse workforce, employee engagement surveys revealed feelings of exclusion among women and employees of colour.

THE APPROACH

- Unconscious Bias Workshops for all employees
- Leadership Coaching & specific leadership training
- Organizational Culture Assessment - included a survey and focus groups to uncover barriers to inclusion and identify ways to improve.

THE ACTIONS

- They created a tailored Action Plan that encompassed:
 - New Inclusive Recruitment Practices
 - Regular Equity Audits on compensation, promotions, and project assignments.
 - Employee Resource Groups creation.

THE RESULTS

- Increased Employee Engagement - scores rose by 25% with significant increases among women and employees of colour.
- Higher Retention Rates: Turnover dropped by 40%.
- Improved Innovation: Teams reported higher levels of collaboration and creativity.

