



dinc

WE ARE DINC.

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CONTENTS

03 WE ARE DINC

04 COMMUNITY

08 WORKSHOPS, AUDIT
& CONSULTANCY

12 SPEAKERS

16 JOBSBOARDS



CHANGING HOW PEOPLE THINK ABOUT DIVERSITY & INCLUSION AND HOW COMMITTED BUSINESSES ENGAGE WITH THEIR EMPLOYEES

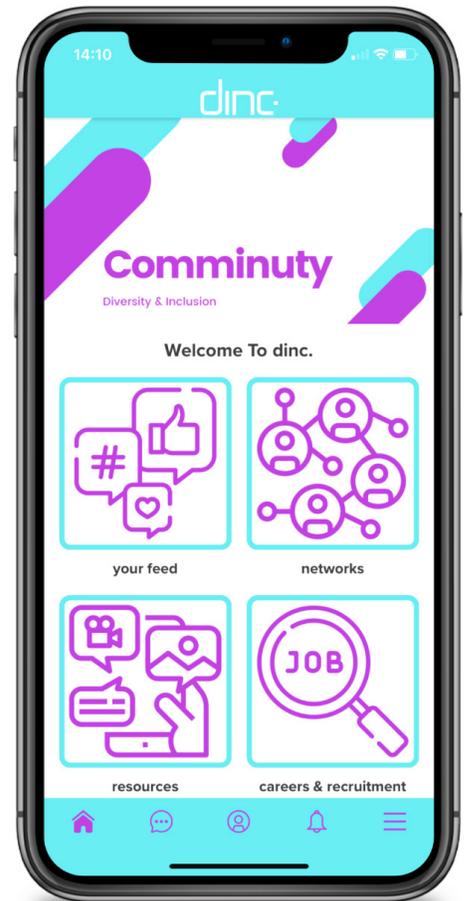
dinc. was created to embrace individuality and uniqueness, connect people and businesses, encourage collaboration and equip you with knowledge and understanding. We aim to enhance the lives of our users and their communities by targeting improved representation, calling out inequalities and prejudice and providing valuable connections and opportunities. We want to build people up and provide the tools they need to break down barriers and smash ceilings.

Diversity & inclusion makes a profound impact to your business and life within it. In partnering with us, you are committing to a culture of inclusiveness and supporting positive diversity. Create a sense of belonging and inspire your workforce to be pioneers of change through our unique and fully bespoke offering.

community

Diversity & Inclusion

The dinc. community is a free to use, diversity & inclusion social and professional networking app. The community was created to inspire cross industry collaboration and engagement. Centred around networks, resources and a jobsboard, it offers users a safe place to be their authentic selves, learn and discover opportunities to grow. With public feeds supporting several themes, news & blogs, videos, podcasts & regular live streams, dinc. is a hub of all things D&I.

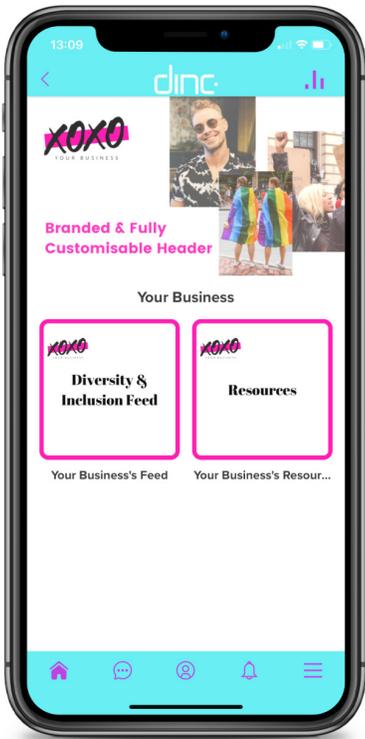


YOUR BUSINESS NETWORK

In the information age, time is everything. Internal communications sent through traditional means can often be missed or overlooked during the busy working day. We can create for your business a fully bespoke, private network within the dinc. community app. Your employees will engage at their convenience and it offers a far better way to communicate with them. Equip your workforce with knowledge and understanding of D&I and how it fits in with your business's culture.

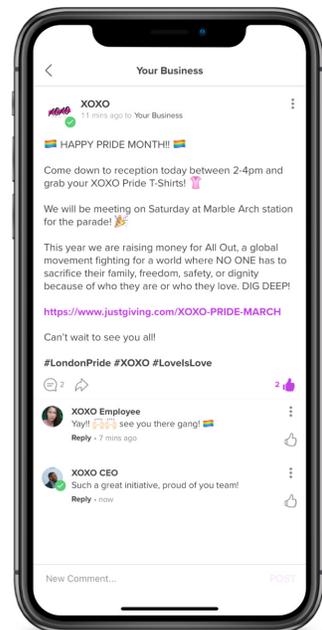
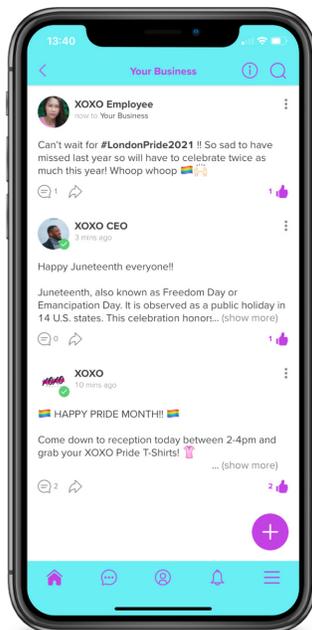
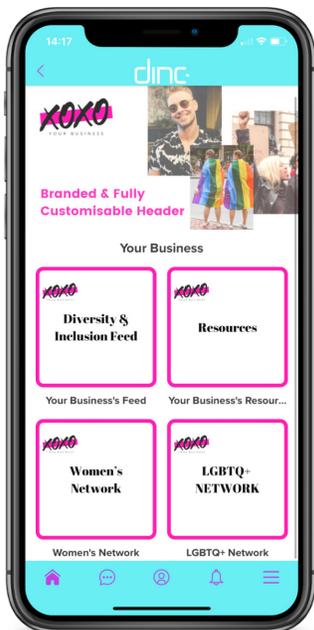
Feeds:

Your business's Feed is its communication hub. Post news about your business's latest D&I initiatives, details of upcoming events, spark meaningful conversations or run competitions. This is your way to engage with your employees and doing so will create a sense of openness and unity. For larger businesses or businesses with several internal networks, we can create multiple feeds to cater to your workforce's needs in the most effective way.



FUNCTIONALITY

- **Posts** – written word, external links, pictures, video & GIFs
- **Hashtags** – highlighted, trending & searchable
- **Engagement** – comment & like
- **Livestream** – live video from a mobile device

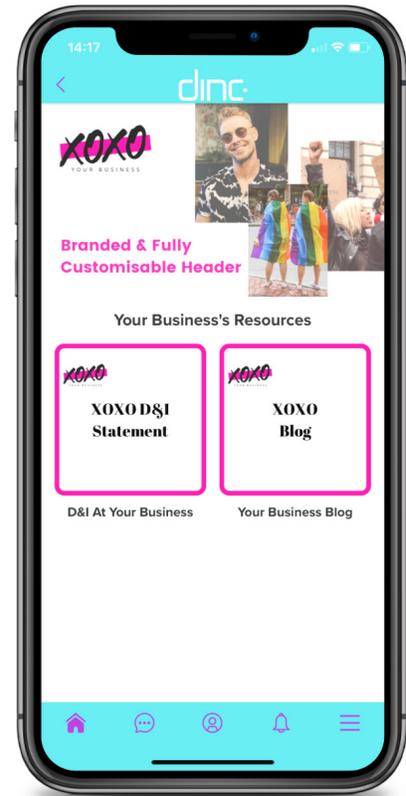


Resource Centre

Your business's Resource Centre is its content hub. Past livestreams and video content can be uploaded here for your network to view any time. Run a blog or podcast? We can work with you to support this too.

Webpage Embedding

Many businesses have useful online resources that their employees can benefit from. Be it social media, external publications or your own D&I statement or jobsboard, we can embed the webpages directly into your business's network.



Access To Your Business Network

Your Business Network will be completely private. Dedicated administrators within your business or dinc. will be in full control of access.

Your Business Network will sit at the top of the 'Networks' section of the app. It will only be visible to its members.

Prices

Private Network costs are tiered to the number of staff within your business.

First 250 staff are charged at £12.50 per person + VAT subject to a minimum payment of £625.00 (excluding VAT)

For the next 750 staff, it is charged at £10.00 per person (excluding VAT)

For the next 4000 staff, it is charged at £5.00 per person (excluding VAT)

For staff above 5000, it is charged at £2.50 per person (excluding VAT)

For companies of less than 250 headcount the figure is rounded down to the nearest 10.

For companies of 250-1,000 it is rounded down to the nearest 50.

For companies of 1,000-5000 it is rounded down to the nearest 100

For companies of 5,000+ it is rounded to the nearest 1,000.

Headcount is set at the start of the contract and will reset to the new headcount at each 12-month renewal.

Costs are set and subject to change at each 12-month renewal period

workshops, audit & consultancy

Diversity & Inclusion

D&I WORKSHOPS, AUDIT & CONSULTANCY

Delivered through our partners 'Your D+I'

Your D+I is on a lifelong quest to create equal opportunities for everyone.

They support businesses to make real Diversity + Inclusion happen through fun and personable workshops as well as auditing and consultancy; delivered online or in person.

'Your D+I' workshops are a safe space to be educated on topics which sometimes can be difficult to discuss.

We like to tackle these topics head on, with a little bit of humour and light-hearted sensibility.

Your D+I is here to bring about change and support businesses to make diversity and inclusion part of their DNA.



Diversity & Inclusion Workshops

We offer a range of workshops to help businesses to attract and retain diverse talent and equip their people with the tools to provide an inclusive working environment where everyone feels they belong.

The workshops are vibrant, interactive and playful and can be delivered online or in person. Workshops are designed to provide a safe space for open discussion and learning.

WORKSHOPS WE DELIVER;

- Diverse Recruitment
- Protected Characteristics & Language In The Workplace
- The Bigger Picture – A Look Into Unconscious Bias
- Social Mobility
- A-T of LGBT+
- Privilege & Allyship

Diverse Recruitment

Are you constantly getting the same candidates from the same backgrounds? This session will enable you to address diversity & inclusion in your recruitment process.

This will include looking at inclusive interview processes, adverts and candidate selection. However, without inclusion at the heart of your business, you will be constantly going through the recruitment process.

That's why we will also advise you on implementing an inclusive onboarding process and creating an innovative and creative workspace.



The Bigger Picture

Unconscious bias – we've seen it in the media and maybe even had a quick talk about it at work, but what does it actually mean?

In this workshop, we will take you through unconscious bias by getting you to look at the bigger picture. Many of our biases run deeper than those we are aware of. That's why we will help you identify all your biases, as well as those of others, and understand how easy it is to fall into the trap.

Understanding Your Privilege

With the Black Lives Matter movement gaining momentum and highlighting the injustice experienced by people of colour, the spotlight has been cast on white privilege. How well do you know your privilege?

This session will equip you with the tools to identify your privileges, including everything from white privilege to cisgender privilege.

We will also look at the importance of allyship - not only in business - but in life and provide some excellent resources to help continue your education.



The A-to-T of LGBT+

For most people who don't identify as LGBT+ (and for some who do), some of the terminology used to describe individuals' sexuality or gender can be quite tricky to navigate.

The A-to-T of LGBT+ will give you a complete rundown of the meanings behind the acronym – from asexual and queer to non-binary and trans. It will also give you a better understanding of pronouns and some useful tips on how to be more inclusive of LGBT+ employees.



It's just banter: Protected characteristics and language in the workplace

Have you ever wondered if you've taken banter too far at work or wanted to know how to say the right thing without offending anyone?

It's Just Banter gives you an insight into language in the workplace – from protected characteristics to empathetic listening. We will provide you with the tools and skills you need to understand banter in all its forms and guide you through the journey of tackling banter from the moment it goes too far to how to handle it.

Diversity & Inclusion Audit and Consultancy

Designed to provide your business with a better understanding of your current diversity & inclusion practices. We provide a full report of findings and offer recommendations that can be made to help you become a more diverse and inclusive employer.

The audit includes qualitative and quantitative employee surveys and senior management surveys.

We provide a Diversity + Inclusion plan specific to your business and can provide a bespoke training plan to address any areas identified within your audit.

We know for some businesses that a full audit isn't always necessary.

At 'Your D+I' we offer a pick n mix system where you can choose aspects of the audit to best suit your needs for now:

- Equality Diversity and Inclusion Strategy
- Equality Diversity and Inclusion Objectives
- 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 marketing and communication channels
- Staff surveys
- Senior leadership surveys
- External surveys

Prices

Workshops:

Length: 90 mins
Price: £800.00
Capacity: 10-15 delegates

Full day workshops:

Length: 1-2 days
Price £3,000 per day
Capacity: 10-15 delegates

On demand workshops:

Coming February 2021
£30.00 per person

Audit:

Length: Negotiable
Price: £900.00 per day

Consultancy

Length:
Negotiable
Price: £900.00 per day

Writer's fee:

Price £400.00

speakers

Diversity & Inclusion

SPEAKERS

Through our partnership with Champions The Speakers Agency, we are able to offer some of the world's most influential speakers, sector-specific specialists, event hosts and corporate entertainment. By identifying the specifications of your event, we ensure our speakers champion the core values of your brand. Our team go above and beyond to make every event a success.

Offering keynote, motivational and after dinner speakers, as well as awards hosts and entertainment suited to all briefs and budgets, you can be sure that your talent rings true to the essence of your event. Extending a helping hand in your quest to inspire and entertain, we help clients convey their message emphatically.

The logo for Champions The Speakers Agency is centered within a light blue rounded square. The word "champions" is written in a black, lowercase serif font, with a stylized orange flame above the letter 'i'. To the right of "champions" is the word "corp" in a small, black, sans-serif font. Below "champions" is the phrase "THE SPEAKERS AGENCY" in a bold, orange, uppercase sans-serif font.

champions^{corp}
THE SPEAKERS AGENCY

Diversity & Inclusion

When booked for corporate events, these speakers enlighten audiences on the correct terms to use, the labels not to use and the power of diversity. Diversity speakers can provide everything from keynote speeches to tailored workshops, addressing the areas of your company where inclusion must improve.

The world of business is growing in diversity - and rightly so. Many executive boards have all been of the same race, gender and sexuality for too long. Now, inclusion speakers are building a bridge for marginalised professionals. When you make space for diversity in your workplace, you are allowing for new, innovative ideas which will set your company on a path to market leadership. Including black motivational speakers, LGBT+ speakers and disability speakers, these inspiring individuals have dedicated their lives to levelling the playing field. In particular, cultural diversity speakers are paving the way for people of colour in business. These speakers will ignite team cohesion within your diverse workplace and improve interpersonal relationships.

Spreading a message of hope, change and understanding, diversity and inclusion speakers capture the importance of embracing our differences.

Some Of The Topics Covered

- Diversity & Inclusion
- Ethnic Populations, Intersectionality & Cultures
- Emotional Intelligence
- Female Empowerment
- LGBT+
- Mental Health & Wellbeing
- Overcoming Adversity
- Motivation & Performance
- Leadership
- Teamwork & Team Building

Speakers can be booked through us, to deliver talks over the dinc. community livestream function directly into your private network. Videos of the stream can then be saved and watched for up to 48 hours after for anyone who missed it. In addition to the live stream, we can work with you in arranging speakers for other live and virtual events.

Some of the thousands of speakers available



MATT LINDLEY

ONE OF THE FIRST OPENLY GAY
PILOTS IN THE ARMED FORCES



IFE THOMAS (IMAGE INSTAGRAM @IFETHOMAS)

AUTHOR, MENTAL HEALTH AND
WELLBEING ADVOCATE



SAM RUDDOCK (IMAGE INSTAGRAM @SAM.RUDDOCK)

PARALYMPIC CYCLIST



KELLIE MALONEY (IMAGE INSTAGRAM: @KELLIEFMALONEY)

ONE OF BRITAIN'S GREATEST EVER
BOXING PROMOTERS TURNED LEADING
TRANSGENDER CHAMPION



jobsboard

Diversity & Inclusion

JOBSBOARDS

We are very excited to be re-launching our jobsboard offering in Spring 2021

With our partners 'Your D+I', we are currently developing two new jobsboards. One targeted at experienced hires and one towards younger people from lower socioeconomic backgrounds. These will be available online and directly embedded into the dinc. app. Full details will become available nearer the launch.

SOCIAL RESPONSIBILITY

Being socially responsible is at the heart of our business. We are committed to donating 10 per cent of our profits to the charity, 'Making the Leap' a London-based charity that improves social mobility by raising the aspirations of, and increasing opportunities for, young people between the ages of 11 and 30 years old.

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