



Equality | Diversity | Inclusion

Company Profile

Why Does Equality, Diversity and Inclusion Matter to my School?

Organisations succeed or fail by the strength of their people. This is especially true in the case of **educational** facilities, where **actions** and **relationships** can have far-reaching impact, not only on who people are today, but **who they will become**. Empowering teaching and admin staff, leadership and students and enabling them to be at their best requires a conscious shaping of the school ethos and environment. A well-worded mission statement for the website isn't enough. People need to feel connected and be able to trust those around them in order to learn, foster growth, and achieve their potential.

In 2018, Cohesion Collective ("CoCo") launched the inaugural Equality, Diversity & Inclusion School Symposium ("EDISS") to bring together school executives, teachers and learners to openly discuss the **EDI challenges schools were facing**, such as race, gender, sexuality, language, culture and ability/disability. From this event, CoCo identified the **following challenges** that schools currently face:

1. School institutions **feel ill-equipped** to deal with issues of EDI when they arise.
2. **School leadership** feels **vulnerable to criticism** and discipline owing to their seeming lack of skills when it comes to identifying and dealing with matters relating to EDI.
3. **Teachers feel overwhelmed**, unsupported and ill-equipped to deal with issues of EDI when they arise.
4. Schools have not **sufficiently (racially) transformed** when it comes to their academic staff and are facing increased pressure from boards, parents, government and learners.
5. **School reputation and brand** are critical to the continued success of a school, but are vulnerable to being tarnished should a racist, sexist or homophobic incident occur.

This clearly demonstrates a skills gap on the part of both leadership and teachers at schools. It's time to move beyond fear and compliance. We can bring out the best in ourselves and others by creating genuine change within ourselves, our schools and our world.



Who is CoCo Schools?

Cohesion Collective (**CoCo**) is a specialised **Equality, Diversity and Inclusion (EDI)** training, assessment and advisory firm. **CoCo Schools** is the dedicated education division of Cohesion Collective.

As a trusted partner to our clients on their journey to a more **inclusive schooling environment**, we provide **assessment, strategic direction, guidance** and **implementation** of EDI initiatives and embedding practices for corporates, educational institutions and other organisations.

We pride ourselves on being at the **cutting-edge of EDI theory, research, ideology** and current affairs. We make it our business to stay in touch with global EDI trends and constantly seek to expand our influence and networks to build a thriving EDI community allowing us to provide impactful and measurable changes and support for our clients.

We believe in the power of **authentic engagements** around tough topics of diversity in order to sharpen our muscles of empathy and compassion. While the importance of communication and discussion must never be discounted, at CoCo we believe that these conversations must be coupled and supported by strategic EDI action plans, goals and objectives to create lasting structural and behavioural change and continued growth.



Our Vision

To build a unified and just society by making social justice every person's responsibility



Our Mission

To be a positive force for social change, investing in the creation of social cohesion within organisations and society

Our Team



Dominic Gaobepe

Co-founder & Managing Director



Roy Gluckman

Co-founder & Director



Sheillah Muchauraya

CoCo Schools Manager



Bongoletu Lobese

Junior Consultant. 3 -

What We Do

Our aim is to be your guide through every stage of your EDI journey.

Often, a school's struggle to create an inclusive environment is **not as a result of a lack of good intention** or will, but rather what we term the **School Ethos Gap**. This is the gap between what the school **says they value** on paper and the **behaviour** that is **actually valued** in the real world.

This is insidious and can have devastating consequences on the creation of an inclusive schooling environment. The wider these gaps, the less trust and engagement will be fostered in the school and the less people feel included.

Bridging the gap requires both **behavioural change** – engaging with and upskilling the people – and **structural change** – improving the environment at a policy, strategic and curriculum level. All organisations have to have both to create effective change. While CoCo is able to provide a specific workshop or strategic guidance on a targeted pain point, we prefer to take your school through the whole process, from assessment to implementation.



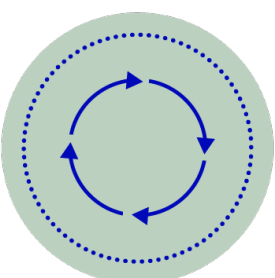
Assessment

An essential first step on your EDI journey is identifying your inclusion challenges determining your baseline inclusion score. Our Inclusion Attitude Assessment measures the attitudes, thoughts and beliefs of teachers, learners and parents in relation to EDI. This will be used to tailor specific offerings to your specific



Leadership and Faculty Training

A learner only spends 1000 days in high school. Teachers, staff and school leadership are the true custodians of the school culture and EDI Journey. Our main aim is to empower and influence positive behaviour change. We provide engaging, impactful and expertly-facilitated training modules on EDI school leadership and diversity training, both **in-person** and **digital**.



Student and Parent Engagement

Engaging with students around issues relating to Equality, Diversity and Inclusion – and inviting parents to join a school's EDI journey – is of major importance in promoting understanding, acceptance, dialogue and critical thinking skills. We offer student tailored EDI presentations and workshops, guidance for diversity/culture clubs, and a holistic EDI programme for parents.



Curriculum Development

Culture change is an ongoing journey, and actively engaging on EDI matters will equip learners not only with the skills to navigate their relationships with others but also to build inclusive environments in their future careers. We provide guidance and support in the drafting of an EDI school curriculum, either to supplement the Life Orientation lessons or another appropriate alternative.



Take the next step on your journey with us.



Our School Clients

CoCo Schools has visited a range of schools, both public and private. Visit [our website](#) to see a full list.

**“The best training on transformation and diversity I have experienced.
Touches nerves, but in a sensitive, understanding way.
Talks about the elephant in the room and unpacks it from all sides”
ST PETERS COLLEGE - TEACHER**



Thank you.

Take the next step on your journey with us.

Contact our team at hello@cohesioncollective.com or
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www.cohesioncollective.com

