



Equality | Diversity | Inclusion

Service Offering

# Who We Are

Cohesion Collective, or CoCo, is a specialised **Equality, Diversity and Inclusion (EDI) training, assessment and advisory** firm.

As a **trusted partner** to our clients on their journey to become more **inclusive in their personal and working environments**, we provide strategic **direction, guidance and implementation** of Equality, Diversity and Inclusion initiatives and embedding practices, both in-person and virtually.

At CoCo, we pride ourselves on being at the **cutting-edge** of Equality, Diversity and Inclusion **theory, research, ideology and methodologies** while boasting a **young, dynamic and passionate** team of diverse and talented individuals.



## Take the next step on your journey with us.



# 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.



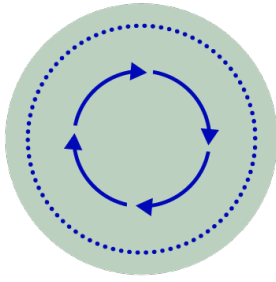
## Assessment

While we are able to provide targeted assistance, we recommend that all **schools begin with an assessment in order for us to get a full and objective understanding of your needs**. The CoCo Assessment identifies the inclusion challenges within your school through objective, scientific assessment of company data and focused engagement. Our report not only determines your current EDI baseline, but will also be used to tailor specific offerings to your requirements and create your pathway to transformation.



## Leadership and Faculty Training

A learner only spends 1000 days in high school. Teachers (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

Our main aim is to influence positive behaviour change through creating a platform for students, staff and the school community to gain the skills necessary to navigate a diverse world. **Engaging with learners 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 learner- and parent-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.





Thank you.

Get in touch today to start your school's  
EDI journey with us.

Contact our team at [hello@cohesioncollective.com](mailto:hello@cohesioncollective.com) or  
our WhatsApp line number: +27 72 617 5301

[www.cohesioncollective.com](http://www.cohesioncollective.com)

