



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.





Our Services



Assessment

While we are able to provide targeted assistance, we recommend that all organisations 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 organisation** through **objective, scientific assessment of company data** and **focused engagement** with employees. 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.



Training

Our main aim is to **influence positive behaviour change** through creating a platform for employees at all levels to gain the skills necessary to navigate a diverse workplace and world. We provide a wide range of engaging, impactful and expertly-facilitated training modules, both in-person and digital. Our modules are continually updated to ensure that we achieve your training objectives. Our training programmes, which take the form of **workshops, webinars** and **presentations tailored for maximum effectiveness**, range from our EDI Foundations courses to our executive Inclusive Leadership Programme. We also host Spotlight Sessions, standalone workshops that focus on a specific issue or EDI topic tailored to your organisation's needs.



Advisory

We partner with our clients to make the structural shifts necessary to create an inclusive working environment. We provide **strategic solutions for our clients, which include policy and process (re)drafting, culture change journeys and employee experience design**, as well as assistance in the **implementation** and measurement of **impact through strategic change management**. We assist with embedding inclusion in all the moments that matter, understanding that inclusion is a central part of the employee experience. From recruitment to mentorship to training and right up to dismissal, we advise on building structures that support an inclusive process and experience.



Monitoring + Evaluation

Embedding and sustaining inclusive behaviours and structures requires constant monitoring, refreshing and evaluation. As such, CoCo offers a **range of tools to assist** in keeping the inclusion focus top of mind, such as our Inclusion **Suggestion Box**, which creates an objective, non-judgemental space for employees to voice concerns or report incidents without fear of reprisal or inaction.



CoCo Academy

Take a deep dive into EDI with our exclusive webinar series and online courses. Our courses are tailored to suit your Inclusion Archetype, no matter where you are on your EDI journey. These self-paced e-learning courses are a great way to continue **your personal journey or for organisational skills development rollouts**. Cohesion Collective's flagship programme, and the ideal place to start, is the EDI Foundations eLearning Programme. Over ten modules, it unpacks the **language of Equality, Diversity and Inclusion** and **how it plays out within your organisation**. Visit our website to view our full range of courses.



COHESION
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Thank You

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

Contact our team at hello@cohesioncollective.com or
our WhatsApp line number: +27 72 617 5301

www.cohesioncollective.com

