

www.inclusioncrowd.com

PRICE LIST 2022/23

Inclusion Crowd

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20-22 Wenlock Road
London, N1 7GU

INCLUSION CROWD

PRICE LIST 2022/23

CONSULTANCY

£1,075

7 virtual consultation hours
Multi-disciplinary
Senior Consultant

LEADERSHIP

£5,950

Board / C-Suite (up to 6 delegates)
10 hours (flexible scheduling)
Invited guest speaker
Strategy Development
Diversity & Inclusion Baseline

LICENCE TO RECRUIT (INDIVIDUAL)

*£950

9 hours (3 x 3 hours) Classroom learning
20 hours, self-directed learning
5,000 words, written evidence
Access to Inclusion Academy, on-line

LICENCE TO RECRUIT (ORGANISATION)

£2,750

Certification Mark Award
Industry Standard Recognition
Listed on register of companies
Full Inclusion & Diversity Audit

FOUNDATION COURSE

£1,750
From £97 pp

6 hours (3 x 2 hours) virtual sessions
Interactive introductory sessions
Access to Inclusion Academy, on-line
Min. 16 delegates, max. 18

PEOPLE MANAGERS

£1,950
From £122 pp

9 hours (3 x 3 hours) virtual sessions
Foundation Course + Managing Diversity
Access to Inclusion Academy, on-line
Min. 14 delegates, max. 16

HIRING MANAGERS

£1,950
From £122 pp

9 hours (3 x 3 hours) virtual sessions
Foundation Course + Inclusive Selection
Recruitment, hiring strategy
Change readiness (Culture)

CANDIDATE DATA

From
£45
Per month

See details for individual packages
Diversity- Equity Inclusion Survey
Data management & reports
Candidate engagement videos

EXPERT SPEAKERS

From
£695

Global experts & industry leaders
Intersectional topics
Internal Audiences
Conferences & Events

*Discounts available for group bookings

** All prices exclude VAT



DEI Strategy, Policy & Governance



Making sure that your DE&I Strategy is not a tick-box exercise and that it forms the foundation of all your DE&I activity is our number one priority. Change fatigue can be linked to ineffective strategy, we work with clients to avoid this.

Recruitment Strategy



Using our certification programmes, we are able to ensure clients approach to attraction, selection and retention are the best in their sector. The war-on-talent is real and is set to intensify; Inclusion Crowd provide the new industry standard solutions.

Retention & Succession Strategy



There is very little point investing in attracting and selecting talent, if they don't see themselves reflected in your business, when they arrive. Succession planning and effective personal development programmes are essential, if clients want to keep the talent and develop underrepresented talent into senior roles.

DEI for Bidding, BD & Sales (Social Value)



We are very pleased to see DE&I and Social Value becoming a driver in bids and BD activity; especially with public sector clients. Inclusion Crowd support our clients to outperform the competition when it comes to Inclusion & Diversity and in doing so, providing clients with a critical competitive advantage.

Change, Culture Management & Operational Excellence



At the heart of better DE&I performance is ultimately great change and culture management. This essential discipline is required to remove resistance & fatigue and support the aspirations of the business. Managing and supporting diverse teams and inclusive cultures can be challenging, which is why Inclusion Crowd are here to support with this journey.

Stakeholder Management



There are many communities that rely and interact and have an interest in our clients performance, especially when it comes to ethics and social value. Managing these communities and making them part of the solution is a game changer! The skills & support already exists within your network, Inclusion Crowd facilitates this collaboration and engagement for our clients.



Inclusion & Innovation for High Performing Teams



Let's face it we can plan and strategise until the cows come home but it is your people who need to deliver and drive the improvement. Therefore we work relentlessly with teams to enable an inclusive management & operational culture. Providing confidence and support to leaders and managers to 'do it for themselves'.

Professional Coaching, Mentoring & Reverse Mentoring



We offer tailored professional coaching & mentoring for your staff, at all levels. It is important for staff to have access to safe spaces that are designed to challenge, inspire and support their role. Staff have conflicting priorities, agendas and schedules as well as complex private lives; personal coaching and support is an investment that pays dividends for all parties.

Staff Engagement & Networks



Lots of organisations have staff engagement initiatives and staff network groups. The missing link is often how they feed the DE&I strategy and group decision making. If these communities are competing for airtime and not working together strategically, they are a nice-to-have as opposed to effective part of the solution.

Conference & Events



We work with our clients to ensure their conferences and events are meaningful, impactful and serve a purpose. DE&I has become a trendy echo-chamber in many cases and to inspire real structural change, we need to up our game. Authenticity and credibility are at the heart of all we do and this translates into how we support clients to cut through the noise.

Equality Impact Assessments



The easy bit is conducting audits and assessments, there is nothing groundbreaking here. The discipline is how we link these to the DE&I strategy and ensure they are live and continually evolving programmes. All-to-often we see organisations use these a snapshot in time which gives them a very short lifespan and doesn't future-proof the DE&I objectives. We embed these into our clients operational culture which supports growth.

DE&I LEADERSHIP DEVELOPMENT PROGRAMME

Developed by Psychologists

WHAT IS THE PROGRAMME?

It is our job to make sure leaders are confident and comfortable when it comes to diversity, equity and inclusion (DE&I). If the organisation does not have authentic and credible buy-in from its leaders, the DE&I activity is destined to fail.

BENEFITS OF THE PROGRAMME

- Confidence
- Clarity on future goals and vision
- Motivation to grow
- An understanding of what you feel and why
- An increase in positive emotions
- Feeling ready to embrace future challenges
- Greater empathy within you teams
- Feeling psychologically 'safe'
- Better communication
- A more diverse and inclusive workforce
- Heightened resilience

HOW DOES IT WORK?

The program blends the latest research from Positive Psychology, Positive Organisational Psychology and Coaching Psychology. These are branches of psychology which boast a solid body of empirical research, as well as tried and tested practical applications of that research.



"Leaders must feel confident and comfortable to drive change. Without effective senior sponsorship the DE&I strategy will fail"



WHAT WILL BE COVERED?

A deep-dive into how individuals, teams and organisations thrive. It will raise questions, provide research, and offer practical tools to boost wellbeing, achievement, and resilience.

We invites individuals to explore their strengths, values, and passions to secure a positive sense of self and overcome the negativity bias of the brain. You will leave equipped with the tools to become emotionally agile and psychologically flexible. Helping leaders master their thoughts, emotions, and behaviour for the ultimate self-awareness, self- efficacy, and self-confidence, is key to creating a successful inclusive culture.

"If DE&I doesn't start at the top, training is a waste of time"

Ed Jervis,
Inclusion Crowd

THE OUTCOME OF THE PROGRAMME

Once the team have co-created this compelling vision, we will ask three very simple questions:

1. Where are we now?
2. Where do we want to be?

How can we bridge the gap between the two?

Given Positive Psychology's ability to unite people through common experience, it also provides a perfect lens through which to examine a company's culture of diversity and inclusion.

Basic research on the brain's love of all things familiar will help take away any sense of stigma and shame around current practise, gently but firmly challenging the status quo and inviting individuals to become curious about, empathetic to, and enriched by diverse workforces.

THE LICENCE TO RECRUIT

CERTIFICATION MARK



Intellectual
Property
Office

The Official DEI Standard in Recruitment & Staffing

A certification mark is defined in Section 50(1) of the Act as:

“A certification mark is a mark indicating that the goods and services in connection with which it is used are certified by the proprietor of the mark in respect of origin, material, mode of manufacture of goods or performance of services, quality, accuracy or other characteristics.”

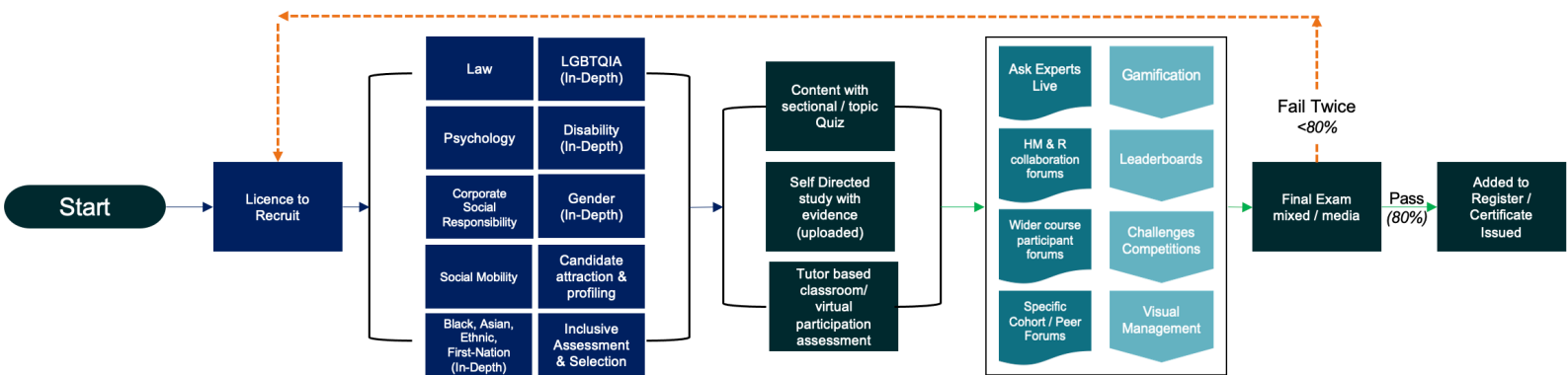
The main feature of a certification mark is that it is used not by the proprietor of the mark but instead by his authorised users for the purpose of guaranteeing to the relevant public that goods or services possess a particular characteristic. The proprietor’s mark certifies the presence of the characteristic and will authorise the use of the mark to anyone who can demonstrate that the goods and services for which it will be used have that characteristic.



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Award for individuals



The Licence to Recruit Certification Mark is awarded to Individuals when the following criteria are met:

- Completion of a training course comprising of 10 core-modules (classroom or virtual delivery)
- Production of a written essay, based on the practical application of theory (uploaded via an online portal)
- Passing an online examination (50 randomised questions selected from the 10 core-Depth-modules)
- Mandatory Annual refresher training, to maintain current best practice standards

Highest Diversity & Inclusion Award for Recruiters



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THE LICENCE TO RECRUIT

CERTIFICATION MARK

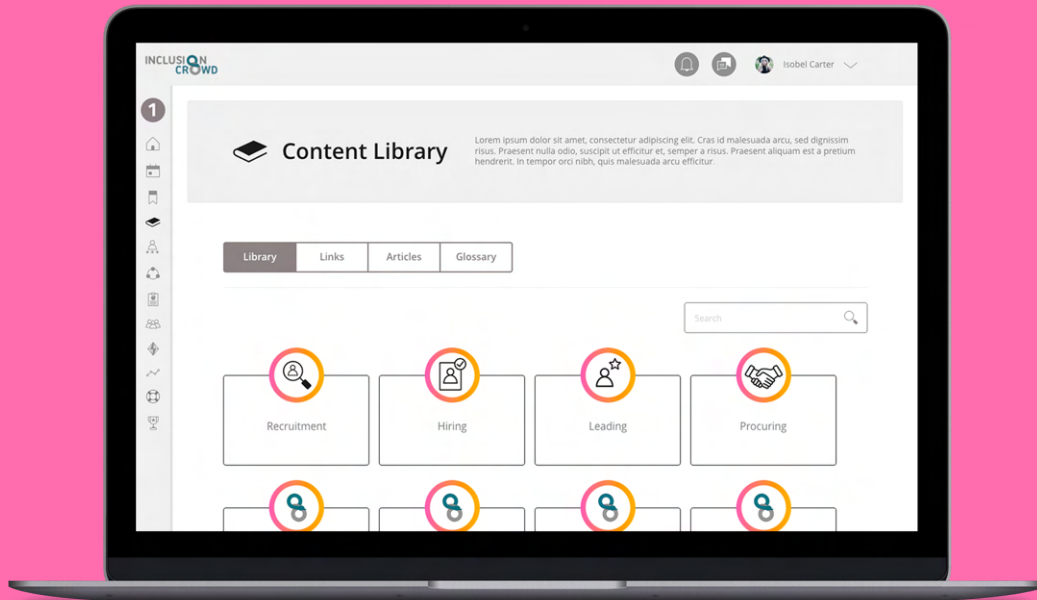


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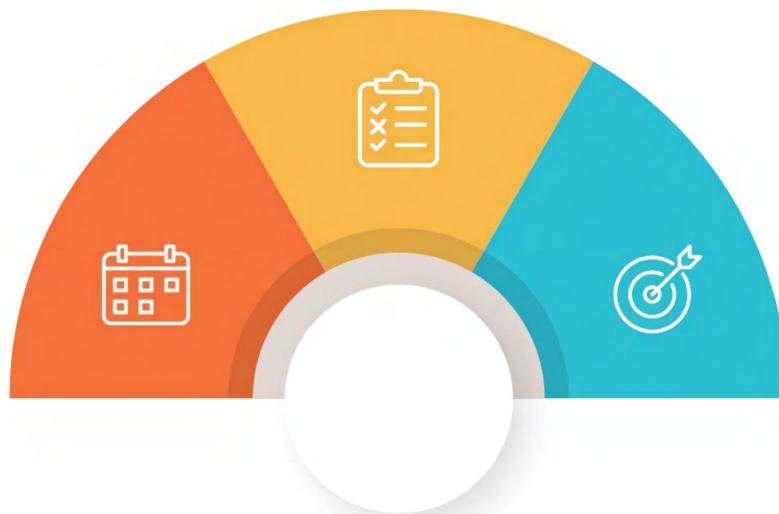
Award for organisations

The Licence to Recruit Certification Mark is only awarded to Organisations when the following criteria is met:

- A self-assessment disclosure of current Inclusion and Diversity performance (Questionnaire - split into 12 operational categories)
- Submission of physical evidence to support the answers provided in the organisations self-assessment (uploaded via online portal)
- 70% of internal recruitment staff have completed (or) are in the process of completing the Licence to Recruit programme for Individuals
- Production of an improvement strategy based on the results from the self-assessment and physical evidence score (proforma strategy and support to complete is provided)
- Statement of Intent sent to all recruitment suppliers / recruitment providers within the organisations supply-chain (pro forma statement and advice is provided)



INCLUSION FOUNDATION PROGRAMME



Session

01 THE BASICS

Definitions
The Law
The Business Case (*morally, ethically & commercially*)

Session

02 TOOLS & SYSTEMS

The systems & processes
What is the data telling us?
Defining what good looks like

Session

03 FUTURE PROOFING

Your sector
Your clients
Talent attraction & retention



INCLUSION CROWD

CORE MODULE

DISABILITIES & ABLEISM

DISABILITY IS PART OF BEING HUMAN

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CORE MODULE

POSITIVE PSYCHOLOGY

"THE SCIENTIFIC STUDY OF POSITIVE HUMAN FUNCTIONING AND FLOURISHING"

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CORE MODULE

TALENT ATTRACTION

BEING A BIG FISH IN A BIG POND

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CORE MODULE

CORPORATE RESPONSIBILITY

SOCIAL VALUE IS MORE THAN SENTIMENT



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CORE MODULE

THE LAW

WHAT PROTECTS US AND WHERE ARE THE RISKS?

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CORE MODULE

LGBT+ HISTORY & JOURNEY

BEING QUEER TODAY, AND THE HISTORY THAT GOT US HERE

INCLUSION CROWD

CORE MODULE

GENDER & SEX

BALANCE BENEFITS US ALL

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CORE MODULE

SOCIAL MOBILITY

IT'S NOT WHERE YOU START, BUT THE DISTANCE YOU TRAVEL



INCLUSION CROWD

CORE MODULE

RACE & CULTURE

ANTI-RACISM, COLONIAL, IMPERIAL LEGACY & FIRST NATIONS

INCLUSION CROWD

CORE MODULE

LGBT+ HISTORY & JOURNEY

BEING QUEER TODAY, AND THE HISTORY THAT GOT US HERE

INCLUSION CROWD

CORE MODULE

INCLUSION IN SELECTION

MAKING GOOD HIRING DECISIONS

INCLUSION CROWD

CORE MODULE

BLACK ASIAN MINORITY ETHNIC

CULTURE, COLONIALISM, IMPERIALISM, APPROPRIATION & FIRST NATIONS

Candidate diversity Data

BRONZE PACKAGE

£25 / month
billed annually

- Diversity, Equity, Inclusion Survey
- Live data reports
- up to 10,000 candidates per year

SILVER PACKAGE

£45 / month
billed annually

- Diversity, Equity, Inclusion Survey
- Live data reports
- Quarterly recommendations report
- up to 20,000 candidates per year

GOLD PACKAGE

£75 / month
billed annually

- Diversity, Equity, Inclusion Survey
- Live data reports
- Quarterly recommendations report
- 1 hour consultancy per quarter (worth £600 pa)
- up to 60,000 candidates per year

PLATINUM PACKAGE

£POA

- Diversity, Equity, Inclusion Survey
- Multiple users
- Live data reports
- Weekly recommendations report
- unlimited consultancy hours
- unlimited candidates per year

Click here for...

- [SAMPLE: CANDIDATE DEMOGRAPHICS REPORT](#)
- [CANDIDATE EXPLAINER VIDEO](#)

Speakers & Presenters



- UK Windrush Day
- Pride
- Black History Month
- World Braille Day
- Holocaust Memorial Day
- Chinese New Year
- World Hijab Day
- World Cancer Day
- Race Equality Week
- International Day of Women and Girls in Science
- World Day of Social Justice
- International Wheelchair Day
- International Day of Families
- International Day Against Homophobia, Transphobia and Biphobia,
- Global Accessibility Awareness Day
- World Day for Cultural Diversity for Dialogue and Development
- International Day for Biological Diversity
- World AIDS Day
- International Day of Persons with Disabilities
- International Volunteer Day
- International Human Solidarity Day
- World Hearing Day
- International Women's Day
- International Day for the Elimination of Racial Discrimination,
- World Down Syndrome Day
- International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
- World Bipolar Day
- International Transgender Day of Visibility
- Ramadan
- World Autism Awareness Day
- International Asexuality Day
- World Health Day
- Lesbian Visibility Day
- World Day for Health & Safety at Work,
- International Nurses Day
- Global Day of Parents
- Autistic Pride Day
- International Day for the Abolition of Slavery
- Human Rights Day
- International Universal Health Coverage Day
- International Migrants Day
- Hajj
- International Non Binary People's Day
- World Day for International Justice
- World Day against Trafficking Persons
- International Day of the World's Indigenous Peoples
- World Suicide Prevention Day
- International Equal Pay Day
- Bi Visibility Day
- National Inclusion Week begins
- International Day of Older Persons
- World Homeless Day, World Mental Health Day
- World Menopause Day
- International Pronouns Day
- Intersex Awareness Day
- World Stroke Day
- Interfaith Week
- International Day for the Elimination of Violence against Women
- International Day for Tolerance
- International Students' Day,
- International STAND UP to Bullying Day
- Disability History Month