



Because transformation matters

COMPANY PROFILE

A photograph of a wooden desk with a laptop, a salt lamp, and a plant. The desk is made of light-colored wood and has a silver laptop on it. To the right of the laptop is a glowing orange salt lamp. In the foreground, there is a green plant with small leaves. The background is a dark wood wall.

ABOUT US

Diversity SA is a management consulting company that provides a range of services such as diversity training and awareness raising, diversity strategy and policy formulation, facilitation of diversity conversations, design and development of equitable employment systems and advisory to both private and public companies. Established in March 2012, Diversity SA (Pty) Ltd is a South African registered company that is committed to helping institutions achieve lasting success in all the areas mentioned above.

We are committed to helping companies in the private and public sectors achieve the best results from their diverse workforce. We also help companies navigate through difficult conversations and find common ground amongst their diverse teams.

We partner with clients to develop appropriate strategies on diversity management and inclusion.

OUR SERVICES





1. TRAINING AND AWARENESS RAISING

Diversity SA offers training and awareness raising sessions at various levels from Board of Directors level to entry level positions within a company. Most of these sessions are arranged in focus groups so that employees feel free to share their experiences without fear of victimisation. Diversity SA works with clients to explore the most effective ways of working with specific focus groups. Other services related to training and development range from needs assessment, design of training programmes and materials to post-training support for implementation.

The above helps Diversity SA to implement a targeted approach and design training programmes and awareness raising sessions that are relevant to the company.

2. DIVERSITY STRATEGY AND POLICY

Diversity SA partners with organizations to assist them develop appropriate strategies and policies on diversity management and inclusion. Having an appropriate strategy and policy that everyone is familiar with and is implementable goes a long way in facilitating diversity and inclusion conversations. Diversity SA has a well-established network of technical experts and consultants locally.

These technical experts have national and international experiences in diversity management and inclusion. We work with the client to develop and shape the policies and strategies in their organizations. We also make sure that the diversity management and inclusion strategy is linked to the business objectives.





3. FACILITATE INCLUSIVE CONVERSATIONS

Companies are increasingly employing people from diverse groups and backgrounds. With diverse groups also comes diverse and sometimes polarizing views. Diversity SA helps their clients to facilitate difficult and sometimes polarizing conversations that have the potential to damage the reputation of the company. These conversations may be in the areas of race, gender, religion, gender identity, ethnicity, socio-economic and political, etc. In most companies, it is all of the above. Diversity SA has experience of navigating through challenging and polarizing topics and helping companies have difficult conversations from within and avoid negative social media.

“There’s no transformation process that could bear the desired outcomes without women throwing their weight behind that change initiative, and the same holds for the nation-building process.”

Steve Biko

4. DESIGN EQUITABLE EMPLOYMENT SYSTEMS

Diversity SA helps companies which do not have strategies in place, formulate a strategy and then develop equitable employment systems. The goal will be to make sure that the diversity and inclusion strategy is in line with the company strategy. Part of the services that Diversity SA offers is a review of employment systems where a company has a system and work out a criteria for successful implementation.

5. EMPLOYEE SURVEYS

Diversity SA helps companies companies by conducting surveys to establish the readiness level of the company along the equity continuum.

“People fail to get along because they fear each other: they fear each other because they don’t know each other: they don’t know each other because they have not communicated with each other.”

Martin Luther King Jr



6. MEN TO MEN SESSIONS

Men to men sessions is one of the programmes that is conducted for men only. The program seeks to address issues that are polarizing and creates difficult conversation. These issues are not work-related but they affect men and sometimes affect their ability to function properly. The programme is 2 ½ session. Some of the topics covered are race, gender, health, stereotyping, GBV , sexual harassment, etc.

“Diversity is about differences that make a difference – at work and in the marketplace.”

Trevor Wilson



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