



Diversity, Equity, and Inclusion (DEI) Services

WHO ARE WE: At DPC, we are a team of passionate HR professionals who genuinely care about helping organisations grow by putting people first. With years of experience in the field, we partner with organizations to solve their biggest people's challenges.

We keep it simple: we get to know your organisation, understand your goals, and deliver solutions that work for your unique needs. Our mission? To help you create a workplace where your people thrive—and your organisation thrives with them.

OVERVIEW: Creating a truly inclusive workplace is more than a checkbox exercise—it's about fostering a culture where diversity thrives, equity is embedded, and inclusion is practiced at every level. Our DEI Services empower organizations to build workplaces that embrace differences, create equitable opportunities, and drive long-term success. We provide tailored strategies, tools, and training to help you embed DEI principles into your culture, processes, and practices.

PEOPLE.

PERFORMANCE.

PROGRESS.

DYNAMIC
People Consulting

Our Approach

We take a collaborative and holistic approach to DEI, focusing on:

1. DEI Strategy Development

Partnering with you to create a comprehensive, actionable DEI framework aligned with your organization's mission and values.

2. Awareness and Education

Designing tailored training programs and workshops to build understanding and commitment to DEI at all levels of the organization.

3. Data-Driven Insights

Using surveys, metrics, and analytics to assess your current state, identify gaps, and track progress on DEI initiatives.

4. Policy and Process Alignment

Reviewing and updating workplace policies, recruitment processes, and systems to ensure alignment with DEI best practices.

5. Employee Engagement

Facilitating focus groups, employee resource groups (ERGs), and listening sessions to create space for diverse voices and perspectives.

6. Sustainable Change

Embedding DEI into your organizational culture through ongoing programs, KPIs, and leadership accountability.

What's Included in the Service

DEI Strategy Development

Customized strategies, action plans, and frameworks to embed DEI across your organization.

Training and Workshops

Tailored sessions on topics such as unconscious bias, cultural competency, allyship, and inclusive leadership.

DEI Assessments

Comprehensive evaluations, including surveys, audits, and focus groups, to identify strengths, gaps, and areas of improvement.

Policy and Process Review

Guidance on updating HR policies, performance management systems, and recruitment processes to reflect DEI best practices.

Employee Engagement Support

Facilitating ERGs, focus groups, and listening sessions to amplify diverse voices.

DEI Metrics and Reporting

Tools and guidance for tracking, monitoring, and reporting progress toward DEI goals.

Additional Services

Leadership Coaching



One-on-one or group coaching to help leaders model inclusive behaviors and champion DEI efforts.

Cultural Assessments



Evaluating organizational culture to identify barriers to inclusion and recommend actionable solutions.

On-going Employee Resource Group (ERG) Support



Assisting with the development, facilitation, and governance of ERGs to empower diverse employees and foster allyship.

DEI Crisis Management



Providing immediate support and strategies to address incidents or crises related to diversity, equity, or inclusion within the workplace.

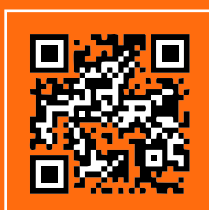
Key Benefits to Your Organization

- Strengthen employee engagement and retention by fostering a sense of belonging.
- Enhance innovation and decision-making with diverse perspectives and inclusive collaboration.
- Build a positive employer brand by demonstrating a commitment to equity and inclusion.
- Meet compliance requirements and align with global DEI standards.



Contact us

Ready to create a more inclusive workplace? Let's partner to make meaningful change. Contact us today to learn more about our DEI services.



For more information



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