

Torque

The DEI Toolkit

Ignite change and foster unity

Your customisable guide to a diverse,
inclusive and equitable workplace.



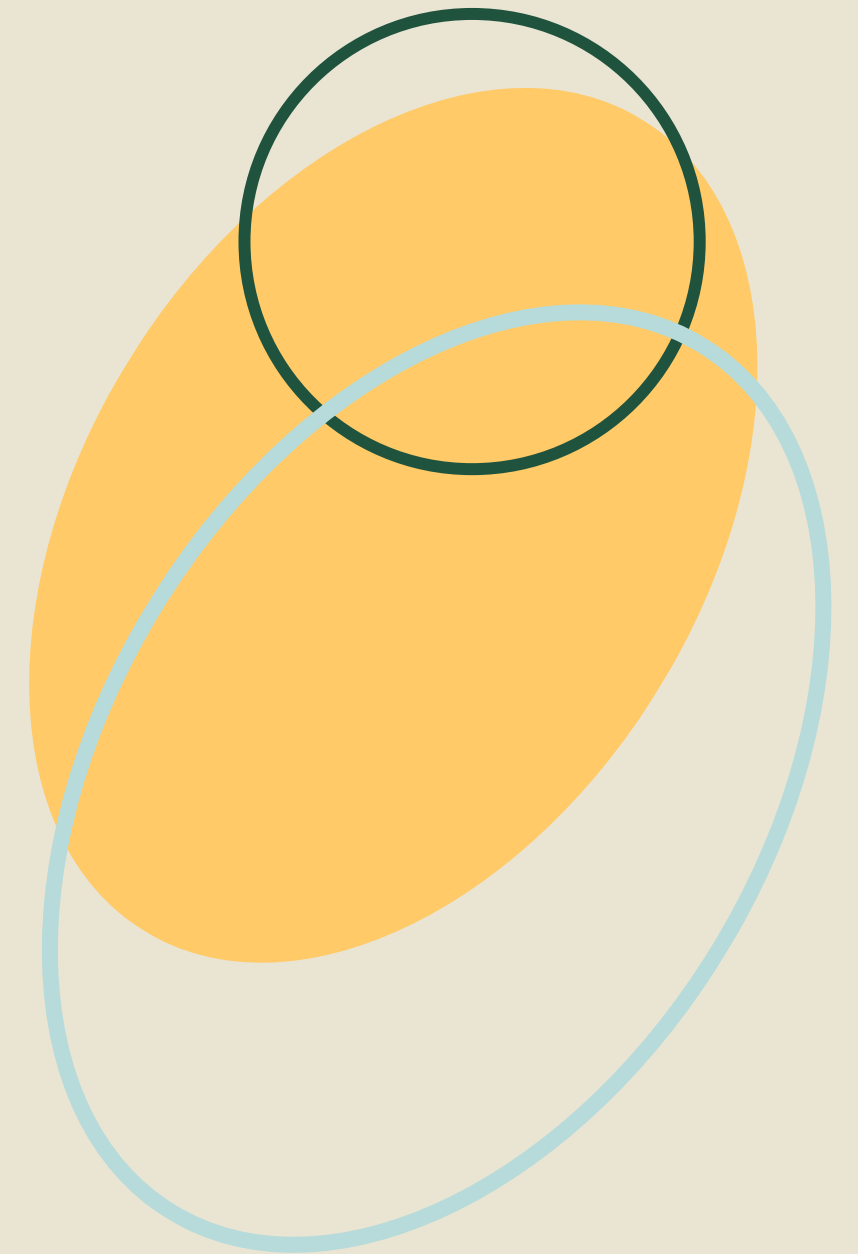
What is the DEI Toolkit?

The DEI Toolkit is a **12 module** Diversity, Equity, and Inclusion program. It's **pre-built with relevant and current DEI content, ready for your customisation and deployment in your workforce.** It focuses on the role of empowering each individual with a shared understanding of the fundamentals of DEI, and how to **sustain the change** in your **organisation.**

The toolkit comprises two elements:

- **A digital component** that houses learning, videos, webinars and activities supported by content adoption collateral
- **A printed journal** that allows for personal reflection, offline learning and activities, resources, and feedback

The content covers the fundamentals of DEI and can be customised to incorporate your **company's policies, messaging and branding** so that it speaks with your brand voice and lands authentically with your employees.



Why was the DEI Toolkit created?

Diversity, Equity, and Inclusion **work is not easy**. To be a catalyst for real change, the content should not be rushed through. The process should be thorough, requiring space and time for **each person to absorb the content, work through their own feelings, and walk the journey**.

Each individual's experience with the content is unique. While **some people are far along** their personal DEI journey (referred to as a level four or five on the Bloom Model), **some are only starting theirs and need to do the work to reach full DEI maturity** (this stage is referred to as a level one).

Because of this inevitable disparity, the DEI Toolkit has been carefully designed to provide content that will be applicable to most levels.



Bloom's Taxonomy Affective Model



**The DEI Toolkit is highly effective as it caters to diverse learning styles,
based on these three Domains of Learning**



+



+



Cognitive

Mental skills
(eLearning & knowledge checks)

Affective

Growth in feelings
or emotional areas
(attitude or self-reflection activities)

Psychomotor

Manual or physical skills
(the physical act of journalling)

What does this include?

Torque has worked with several DEI subject matter experts to create a thorough digital Employee Experience using this framework:

- Monthly themes (see next page)
- Thought-provoking content which unpacks each theme, including:
 - Contextualising introduction
 - Statistics and quotes
 - Supporting infographic
 - Posters for printing to support the toolkit
 - Content for sharing to ensure integrated messaging
- An eLearning journey per module with built-in quizzes to ascertain learning
- A variety of video scenarios or content from a subject matter expert
- Activities, coupled with a 'Think About It' section to reinforce learning and reflection
- An A5 journal per employee per 12 months

Note

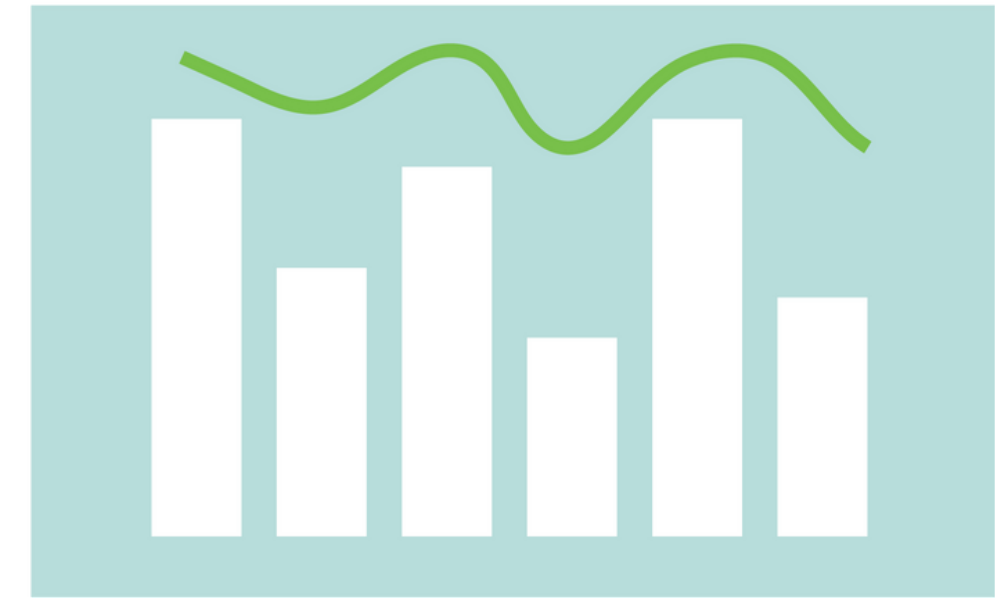
The DEI Toolkit arrives ready to deploy. Further customisation is always possible, which will be scoped and quoted for separately.



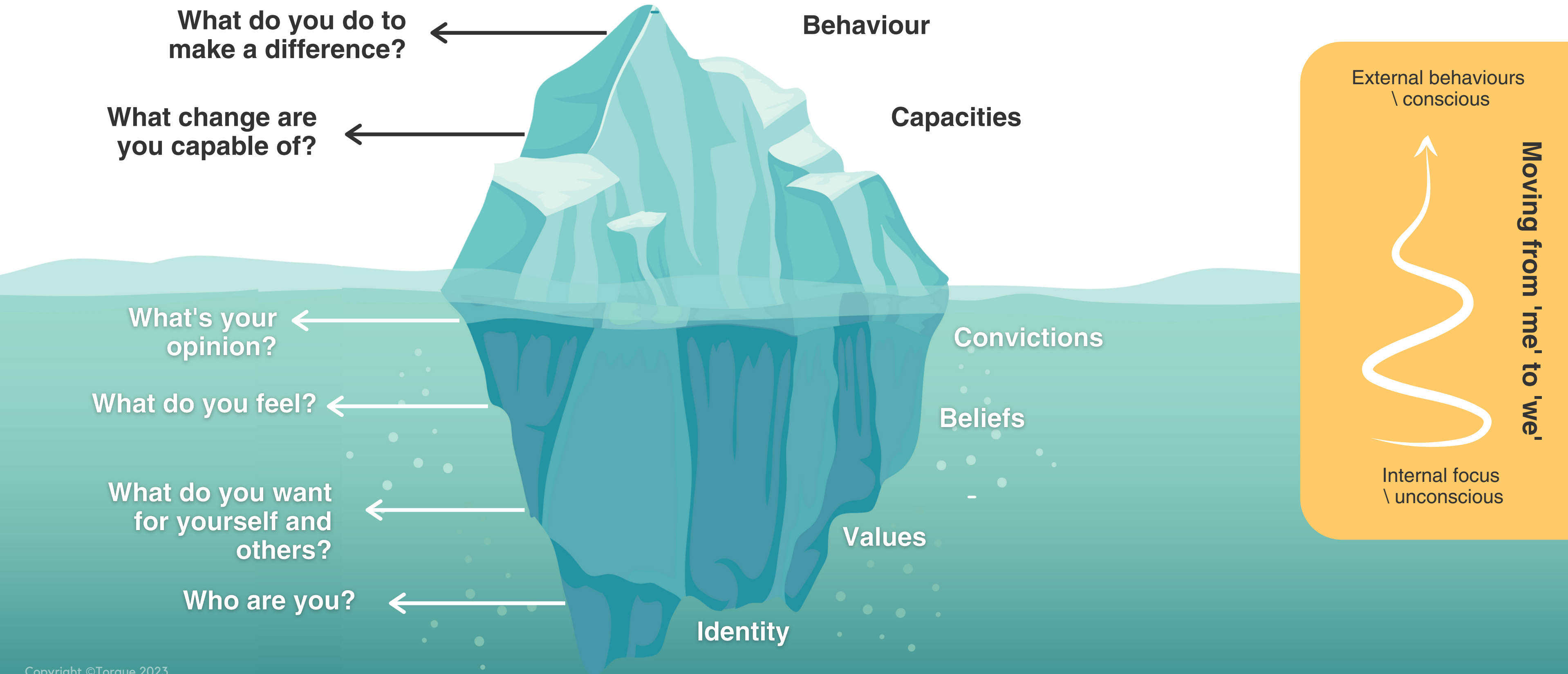
Both the online component and journal follow a 12 module approach, but the program can be tailored to suit your specific needs.

Modules covered are:

1. What is DEI?
2. What is Your Part in DEI?
3. The Benefits of DEI
4. Beliefs, Values & Attitudes
5. Understanding Bias
6. Racial & Ethnic Diversity
7. Cultural Diversity
8. Gender Diversity
9. Sexual Diversity
10. Understanding Disability
11. Courageous Conversations
12. What is Psychological Safety & How Can We Create It?



Every module focuses on moving the employees from their own point of reference towards a shared understanding and positive action



Meet some of our subject matter experts



Dr Nitasha Ramparsad
Gender Expert



Noloyiso Tlali
Legal Expert



Anzio Jacobs
Sexual Diversity Expert



Bernadette Rigney
Disability Awareness Expert



Paula Quinsee
Relationship Expert



Claire Holden
AI Practitioner & Coach

Complimentary services for a richer experience

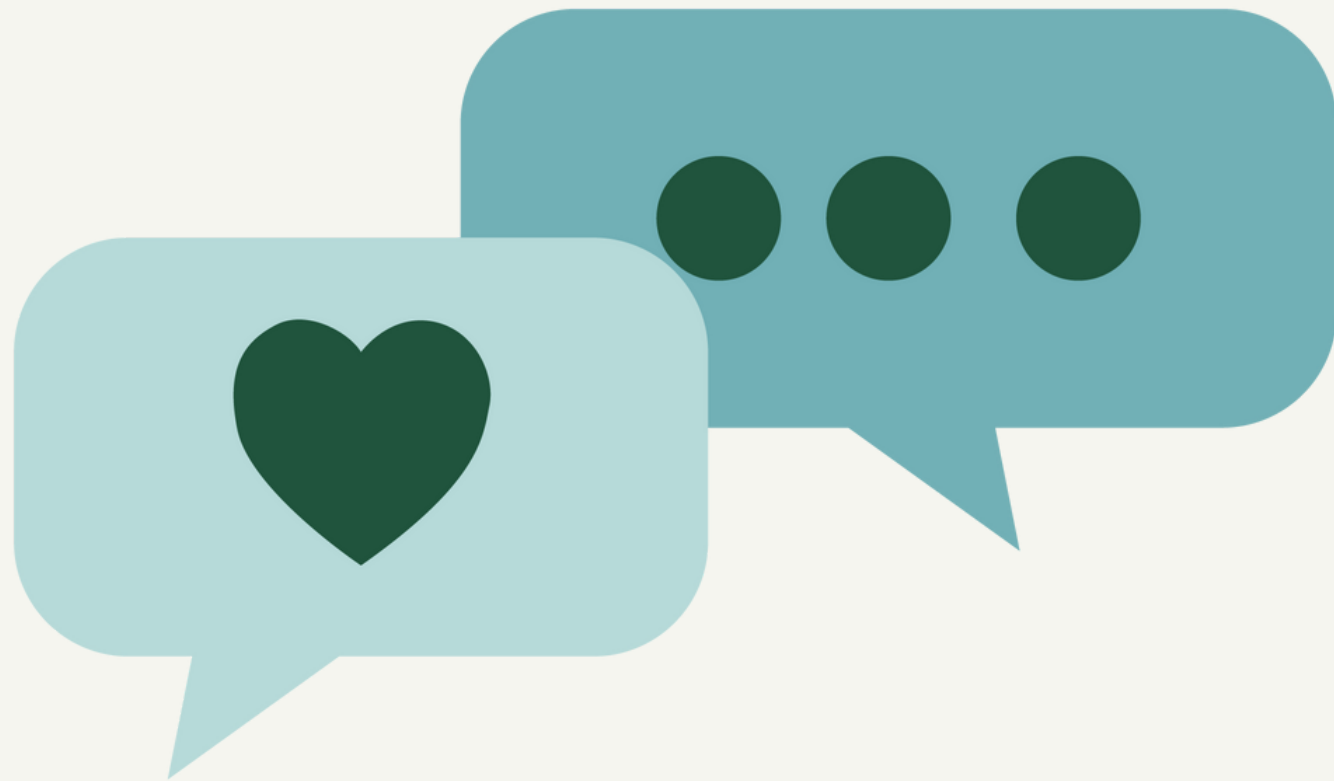
The process of walking the DEI journey can be further enriched with any or all of these recommended services:

- Facilitated Conversations with our DEI Facilitator Team – can be done online or in person
- DEI Analysis Tool (created with Kriel & Co) to assess change readiness, measure improvement and ROI
- Policy review and incorporation
- Policy creation
- Train the Facilitator and ERG work
- Launch campaigns and design as well as extra learning material or customisation
- Webinars or workshops with our subject matter experts for specific calendar days, e.g. Disability Awareness day



About our facilitated conversations

Our facilitated conversations are designed to create a space for participants to tell their stories and share their experiences. It is a space to take the information from the online learning modules and the realisations of the personal journal reflections and to engage with others to grow in understanding of ourselves and others.



Brene Brown says: "In order to empathise with someone's experience you must be willing to believe them as they see it and not how you imagine their experience to be."

About our facilitated conversations

The easiest way for people from different walks of life to connect is for them to share their experiences, hardships, and successes. Conversations humanise us. When we can empathise with someone's situation, we're able to connect on a much deeper level.

The conversations are designed to be a safe, non-judgmental, inclusive space where everyone is given the opportunity to ask questions and contribute as they seek to learn, share and grow in relationship and understanding.



About our DEI Analysis Tool

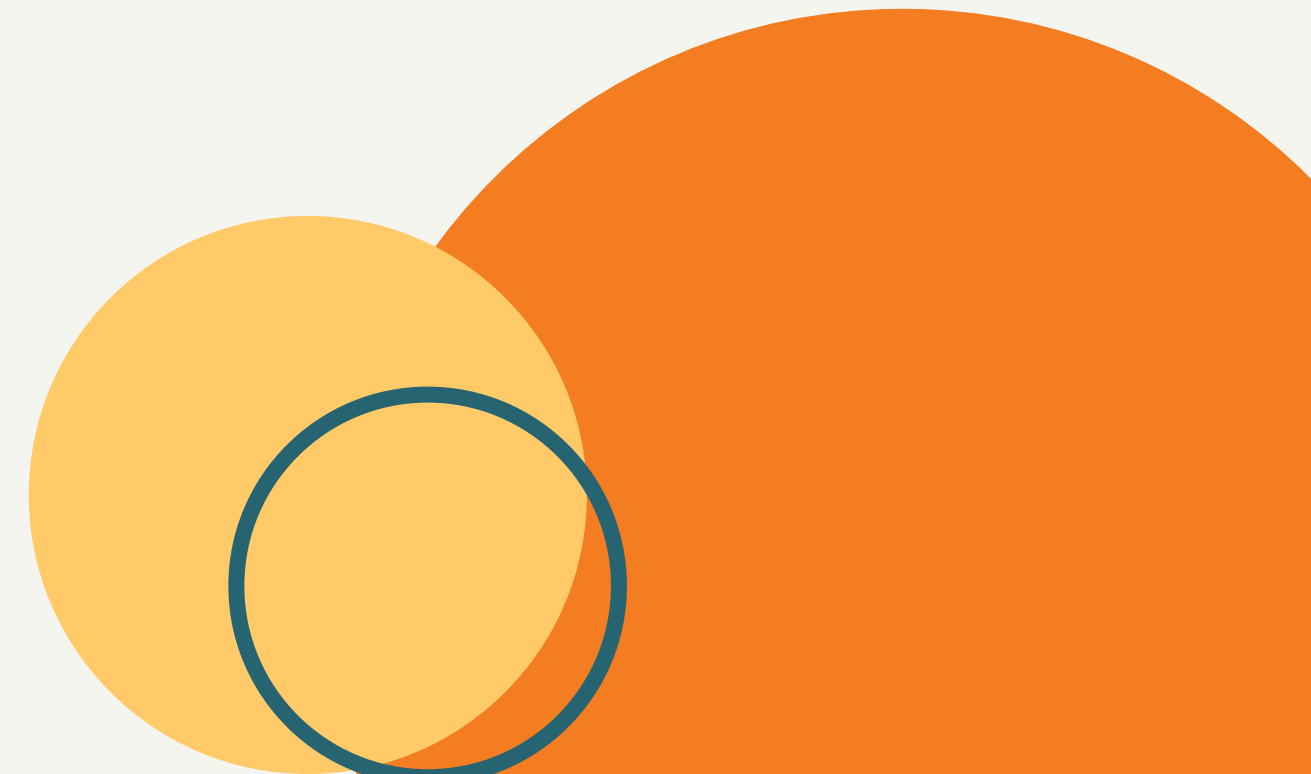
We use this tool as a DEI assessment framework to:

- Establish the readiness of your organisation for a DE&I-driven change strategy
- Gain an impartial understanding of your organisation's current reality
- Understand your DEI baseline to measure your change strategy's impact, progress & ROI

This 2-step process involves:

- Step 1 (2 - 4 weeks): Readiness baseline assessment with EXCO, senior leadership and managers
- Step 2 (1 - 2 months): Full DEI assessment of the organisation as a whole

We build a custom dashboard from the data gained and determine change goals and milestones for implementation.



**Making diversity work
inclusively and
equitably for everyone.**



Torque

Thank You

Because, we're here to help.



Sally Acton
sally@torque.pro
082 443 4003



torque.pro