



TDCI Training & Development

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DEIB Portfolio 2024

Diversity, Equity, Inclusion & Belong (DEIB)



Thought Leader & Enabler
of DEIB Excellence

**TDCI's Centre for
DEIB Excellence**

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Welcome to TDCI's definitive hub for Diversity, Equity, Inclusion & Belonging (DEIB) Excellence. Our Purpose is focused on **Doing Human Better**. Through our services we enable individuals, teams, and organisations to actualise their potential and journey towards DEIB excellence.

Yours faithfully

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TDCI's Centre for DEIB Excellence

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OUR STORY: TDCI is a **business psychology consulting** firm that specialises in DEIB Excellence, Organisational Development, Change Management, and Leadership Development. We are a Level 2 BBBEE service provider, accredited with the Services SETA. From our humble beginnings as organisational development consultancy in 1999, we have grown to become a thought leader and Maverick in the DEIB Space.

OUR PURPOSE is focused on **Doing Human Better**. We enable individuals, teams and organisations to multiply their potential and journey towards excellence, wellness and citizenship. Our **psychological roots** afford us a deep understanding of the complexity of human development, interpersonal relations, team/organisational dynamics, and diversity-related transformation. Our work is **transformational** in nature, evoking meaningful and sustainable shifts on individual, collective and systemic levels.

- On **Intra-personal level** we aim to liberate minds and heal hearts to unlock the full potential of people.
- On **Interpersonal level** we foster deep connection, inclusion, engagement, and community.
- On **Systemic level** we enable organisational holding environments where individuals and teams can thrive.

OUR TRACK RECORD AND CLIENTS

TDCI has extensive experience in offering DEIB Services to clients in both the public and private sectors. Some of these clients are illustrated below:



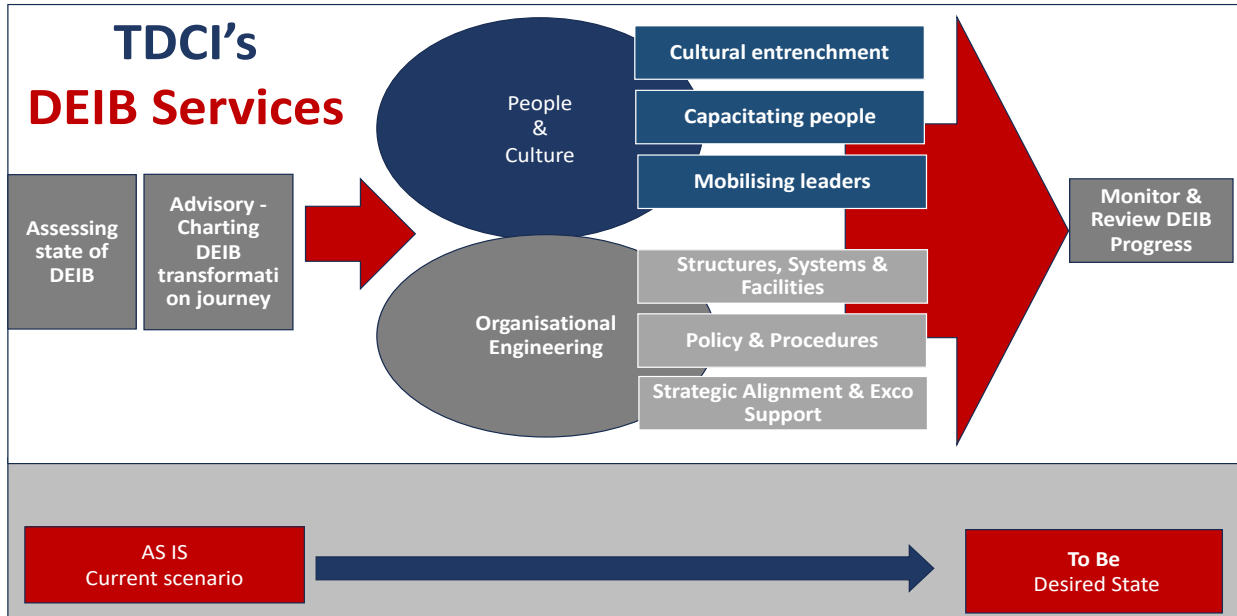
TDCI has also created and hosted various cutting-edge DEIB-related Conferences, Events, and Community Forums:

- TDCI initiated and coordinates the popular **DEIB community forum** where practitioners share best practice, discuss emergent themes and network with industry peers.
- TDCI has hosted several conferences within the DEIB space such as the **Diversity Indabas** in the early years of democracy, our **Disability Equity Events**, and **Employment Equity, Diversity & Transformation Summits**.
- TDCI was also key in launching the **Employment Equity, Diversity, and Inclusion Awards**, a national platform through which recognition was given to South African organisations who excel in DEIB.
- The internationally acclaimed **Robben Island Diversity Experience (RIDE)** enable a deep understanding and insights into diversity dynamics. The intense personal and professional journey confronted practitioners with their own identity, beliefs, reference systems, and power dynamics; and how these constructs inform the emergence of organisational behaviour and dynamics.

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DEIB Excellence does not just happen, it needs to be intentionally designed or engineered. TDCI therefore developed a DEIB Transformation Framework and Suite of Services to ensure that integrated, meaningful, and sustainable transformation takes place. These services, as illustrated below, enable clients to embark on a continuous journey in which they progressively move towards DEIB excellence.



1. **DEIB state Assessments** provide clients with accurate information about their current scenario, desired state, areas of strengths, barriers to inclusion, change readiness, and the lived experience of members to make data-driven decisions (E.g., EE/DEIB Culture Audits, Barrier Analysis, Focussed Disability / LGBTIQ+ Assessments).
2. Our **Advisory services** enable clients to crystallise their change journey, establish strategic goals, and chart a fit-for-purpose transformation journey that considers the context, hopes, and developmental stage of the client.
3. Our **DEIB Interventions Suite** is made up of three hard **Organisational Engineering** elements and three soft **People & Culture** components. These elements inform the **holding environment** for meaningful DEIB change:
 - **Strategic alignment** incorporates the DEIB Blueprint (strategy, plan, charter) in organisational decision-making processes, business planning, and strategies. ExCo commitment ensures top-down support, political will, the allocation of resources, accountability for DEIB metrics, and regular reporting on progress.
 - **DEIB-centric policies and procedures** provide the necessary structure and guidance to ensure that DEIB are embedded into the daily fabric of the organisational culture.
 - Organisational **support structures** (E.g., managers accountable for DEIB, Employee Resource Groups, and diversity champions and allies), **systems** (E.g., using enabling technology and procedures for reasonable accommodation), and **facilities** (e.g., gender neutral toilets, gender appropriate PPE and universal design).
 - **Mobilising leaders** to be architects of inclusion and **capacitating employees** with the necessary knowledge, awareness, and power skills to effectively navigate the complexities of workplace diversity. On the next page are some of our **DEIB training programmes**.
 - **Cultural entrenchment** focusses on turning DEIB change into sustainable transformation through embedding inclusion into the culture of an organisation.
4. **Monitor and review DEIB progress** to assess the impact and effectiveness of the DEIB initiatives, ensure accountability, and making data-driven decisions in considering next steps.

Our DEIB Training Programmes

We offer a range of **Powerful, Interactive DEIB Workshops**, with **Customized Content** led by **Expert Facilitators** who create a **Supportive Learning Environment**. Delegates leave with **Actionable Strategies** that they can apply in their everyday work and life. Our training is more than just an educational experience; it's a journey towards creating a more understanding, empathetic, and cooperative society.



Our Diversity & Inclusion Programmes cultivate a workplace culture where every voice is heard, valued, and respected, driving innovation and collaboration through embracing differences.



Our Leading Inclusively Programmes equip leaders at all levels with the skills and insights to foster an environment of equity and belonging. It represents an inside-out journey in embracing the principles of inclusion.

Unconscious Bias Programmes enable participants to become aware of and explore the hidden biases that shape our interactions and decisions. It identifies practical strategies to mitigate bias in the workplace.



Gender Diversity Training tackles gender inclusivity, including the challenges faced by transgender and non-binary individuals. It promotes understanding & support for gender diversity in the workplace.



Disability Awareness Training educate employees to understand disability as a dimension of diversity, the challenges faced by individuals with disabilities and cultivate an accessible, equitable, & supportive work environment for all.



LGBTQ+ Inclusivity Training fosters an inclusive environment for LGBTQ+ individuals by addressing topics like inclusive language, understanding of different sexual orientations and gender identities.

Our Generative Race Conversations foster deep & constructive dialogue about race, ethnicity, and cultural diversity. The goal is to create a more inclusive and understanding society, where race is approached with openness and a willingness to learn.



Employment Equity Committee training empowers members with the expertise and strategies to fulfil their mandate and champion EE. It provides a deep dive into legal frameworks, consulting practices, barrier analysis and reporting.



Our DEIB Ally & Upstander programme empowers individuals with the skills and knowledge to support DEIB and advocate for inclusion. It offers the tools and confidence needed whether you're beginning your journey as an ally or deepening your impact as an upstander.



Our Diversity Train-the-Trainer Program equips internal champions with the skills, knowledge, and resources to effectively capacitate others. The program creates a ripple effect, where trained employees disseminate knowledge, foster inclusion, and bolster sustainability.

Multi-Generational Workforce training bridge the generational divide by fostering mutual understanding, respect, & effective collaboration across all generations. It offers valuable insights and strategies that leverages the unique strengths of each age group.



Psychological Safety in Teams cultivate a workplace environment where employees feel secure and empowered to express their thoughts, ideas, and concerns without fear of repercussion or ridicule. It builds a culture of trust and respect that embrace diversity of thought.



**TDCI's Centre for
DEIB Excellence**[About Us](#)[DEIB Services](#)[DEIB Events Calendar](#)[DEIBVarsity](#)**The South-African Dream: Revisited**

Conversations on the State of Diversity, Equity, Inclusion and Belonging (DEIB) Transformation 30 Years after democracy

The Rainbow nation, through various highs and lows, has been on a roller-coaster ride ever since 1994. Celebrating three decades of democracy offers an opportune moment to reflect on our journey, and our state of Diversity, Equity, Inclusion and Belonging (DEIB) Transformation. TDCI in collaboration with various partners will be hosting conversations nationally to explore our journey (past and present), revisit our South-African dream, and conceptualise what needs to be done to propel us towards a generative future. We believe that South-Africa can be better.

**DEIB Practitioner Community Forum 2024**

The popular DEIB Practitioner Community Forum Sessions are hosted monthly on the first Friday of each month (10h00-11h00) via MS Teams. The DEIB Practitioner Community creates a platform where practitioners can discuss emergent themes, showcase best practice, and benchmark against the best. The forum sessions serve as vital hubs for collective learning, support, and action in the ongoing effort to capacitate yourself as DEIB Practitioner.

**DEIB Masterclass Series: Elevating our thinking and strategies in dealing with DEIB**

Join us for an empowering and transformative DEIB Masterclass Series, designed for DEIB Executives and practitioners who aspire to lead the charge in fostering diversity, equity, inclusion, and belonging in their organisations. This series takes a deep dive into race, gender, disability, LGBTQIA+, generations and class/socioeconomic differences in the workplace. The Masterclass sessions are designed to unlock vertical conversations that enable fresh, innovative and generative shifts in our perspectives and approach to DEIB.



The Robben Island Diversity Experience (RIDE) 2.0, is a profound professional and an intense personal developmental journey in attaining an advanced understanding of 'diversity' as phenomenon, the factors that shape our emergence as human beings, and the dynamics that inform the way we perceive, understand, and engage as collectives. The experience affords practitioners new lenses to study and understand human relations. Delegates are confronted with their own reference systems, blind spots, identity, level of consciousness, evolving stages of psychological development, power, and relatedness. The experience weaves together a journey of waking-up, growing-up, and cleaning-up to show-up differently.

South African Diversity, Equity, Inclusion & Belonging Awards 2024

Promoting & Celebrating DEIB Excellence



The South African Diversity, Equity, Inclusion & Belonging (DEIB) Awards promote and celebrate excellence in the field, showcase leading-edge initiatives and give public recognition to South African organisations on the forefront of DEIB transformation. The Awards set benchmarks in enabling strategic, meaningful, and sustainable shifts in organisations. Organisations can enter in the following six categories: DEIB Transformation Company of the year, Leading HR DEIB Best Practice Award, People and Culture Inclusion Award, DEIB Change Maverick Award, Disability Equity and Inclusion Award and Gender Equity and Inclusion Award 2024

South African DEIB Awards Summit

Showcasing leading-edge strategies and initiatives from the Award-winning organisations



The highly anticipated DEIB Awards Summit gives organisations the chance to benchmark against the Mavericks in the field. The winners of the different award categories will showcase the strategies that made them a pioneer in their category. This one-day event can enable an exponential shift in your grasp and management of workplace diversity and propel your company's DEIB efforts to the next level.

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TDCI's **DEIBVarsity** is a digital platform that offers practitioners a **comprehensive ONLINE learning and development HUB** where they can gain deep insights and practical DEIB skills. The **DEIBVarsity** includes a library of resources, a suite of e-learning programmes, supportive micro-learning moments, and a set of DEIB certificate programmes.

Our free **DEIB Library of Resources** serves as a repository of knowledge, offering a collection of articles and multimedia materials dedicated to enable understanding, empathy, and actionable DEIB skills for individuals and organizations alike.

The **DEIB certificate programmes** are formal programmes that provide practitioners with the foundational knowledge and skills required to function in DEIB positions.

The **e-learning programmes** and **micro-learning moments** are tailored to educate and capacitate employees in understanding and implementing specific DEIB concepts and principles.

- The **E-learning programmes** provide accessible, flexible, and cost-effective training to empower individuals and ensure sustainable growth and development.
- The **Micro-learning moments** are brief, bite-sized learning experiences designed to impart key concepts and crucial lessons into daily routines without overwhelming time commitments.



DEIB Library of Resources



DEIB Certificate Programmes






DEIB E-Learning Library



DEIB Micro-learning Moments

The **DEIBVarsity** resources are developed to **cater to different learning styles and knowledge levels**, ensuring an inclusive and engaging educational experience. Whether you're beginning your DEIB journey or looking to deepen your understanding, DEIBVarsity serves as your go-to destination for growth, enlightenment, and positive change in the sphere of diversity and inclusion.

DEIBVarsity's comprehensive and user-friendly approach to DEIB education makes it a powerful tool for individuals and organisations seeking to enhance their understanding and implementation of these crucial principles.

<p>For information or to schedule a meeting:</p> <p>E-Mail: admin@tdci.co.za URL: www.diversity.co.za & www.tdci.org LinkedIn: TDCI Tel: 012-3292472 / 083 2339936</p>	 <p>Elizabeth Dhlamini-Kumalo, TDCI chair & DEIB Portfolio Executive</p>	 <p>Dr Marius Pretorius: MD, Consulting Psychologist</p>	 <p>Collins Mathebula, Sales and Business Development</p>
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