



Diversity, Equity and Inclusion Learning Experiences

54TWENTYFOUR.CO.ZA

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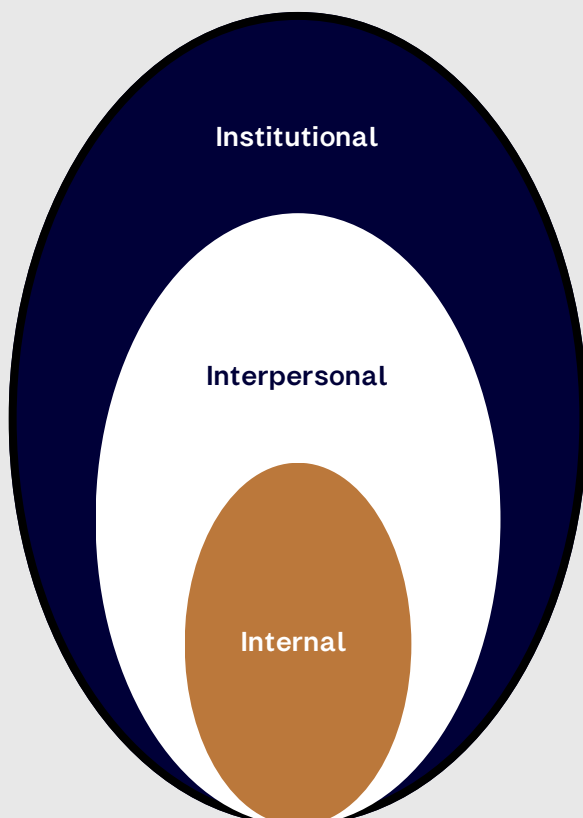


Our Offering

We offer learning experiences to help clients understand how individuals and organisations can be inclusive. Our programmes help your employees and leaders learn about diversity, fairness, and including everyone at work. They'll also learn how to be inclusive in their actions and thoughts. These learning experiences are offered in face-to-face, hybrid, and fully digital formats.



Internal-Interpersonal-Institutional Model



Internal:

Humans have inherent biases that affect our choices and actions. These biases are quick and often happen without us realising. They can be like our blind spots. For example, we tend to prefer people who are like us, make assumptions based on stereotypes, and treat people differently based on their social status.

Interpersonal:

Our biases affect how we interact with others. In meetings, we might give more attention to people with higher status, leaving others out. Our blind spots can lead us to make choices that accidentally exclude certain people. For instance, planning a team event at a non-Halal restaurant might exclude team members who eat Halal food.

Institutional:

The way a company is set up, its rules, how it pays people, who's in charge, and how it communicates, all shape how included and treated fairly people feel. If not carefully managed, these things can create barriers to inclusion (like an office that's not wheelchair accessible) or unfairness (like paying a woman less for the same work as a man).



In 2022, 54TwentyFour, facilitated a 6-month leadership programme for our senior leadership group to equip them with tools on leading a diverse workforce inclusively. The programme aimed to drive sustainable behaviour change in leadership, and change brand perceptions amongst our trainee cohorts.

After the programme, we saw an observable positive impact on senior leader and trainee interactions, as well as considerable shifts in the data which suggested improvement in perceptions of diversity, equity, and inclusion.

PELELA LAMANI | SENIOR HR MANAGER | MAZARS



Applying The Model

Our internal-interpersonal-institutional model helps structure learning experiences to show that diversity, fairness, and inclusion involve knowing ourselves, developing inclusive habits, and influencing our organizations to become more inclusive. It encourages participants to understand that they can make a difference by being aware of their biases, promoting inclusivity, and shaping their organization's norms within their sphere of influence.



Internal Layer: Enhancing Self-Awareness and Self-Management

INTERRUPTING UNCONSCIOUS BIASES	INTRODUCTION TO DIVERSITY, EQUITY AND INCLUSION
In this session, participants engage in exercises that unveil their unconscious biases. They gain insight into the impact of these biases on their daily lives and acquire strategies to manage them on a regular basis.	This workshop introduces participants to the concepts of diversity, equity, and inclusion. Utilizing tools that encourage sharing and listening to personal stories, participants cultivate self-awareness and empathy.
Duration: 1-day workshop plus small group coaching	Duration: 1-day workshop

These workshops cater to individual contributors, people managers, and organisational leaders. We customize the content to suit the specific needs of each group we collaborate with.

Interpersonal Layer: Embracing Inclusive Behaviour (Embodied Inclusion)

Genuine inclusivity isn't solely about words but also about actions. Our learning experiences guide participants in authentically adopting inclusive behaviour. We employ the Thinking Environment® (Nancy Kline) approach to help employees and leaders embody inclusion.

TRANSFORMING MEETINGS TO BE INCLUSIVE	THINKING ENVIRONMENT FOUNDATION	COURAGEOUS CONVERSATIONS
<p>Thinking Environment® meetings are inherently inclusive. They ensure every voice is heard, and diverse thoughts are valued. In this 2-day workshop, participants learn to establish psychological safety, fully engage everyone's intellect, facilitate respectful discussions, encourage diverse perspectives, and make quality decisions.</p>	<p>Participants are introduced to the ten behaviours that foster a Thinking Environment®. These behaviours, such as attentive listening, treating all as equals, and creating a calm environment, enable inclusive engagement strategies. Through this programme, individuals and teams acquire the skills to establish and nurture inclusive environments.</p>	<p>Participants learn skills for engaging in courageous conversations. Through interactive activities, they practice how to self-regulate, to listen openly and speak honestly and respectfully about difficult topics.</p>
<p>Duration: 2-day workshop plus follow-up sessions</p>	<p>Duration: 2-day workshop</p>	<p>Duration: 1-day workshop</p>

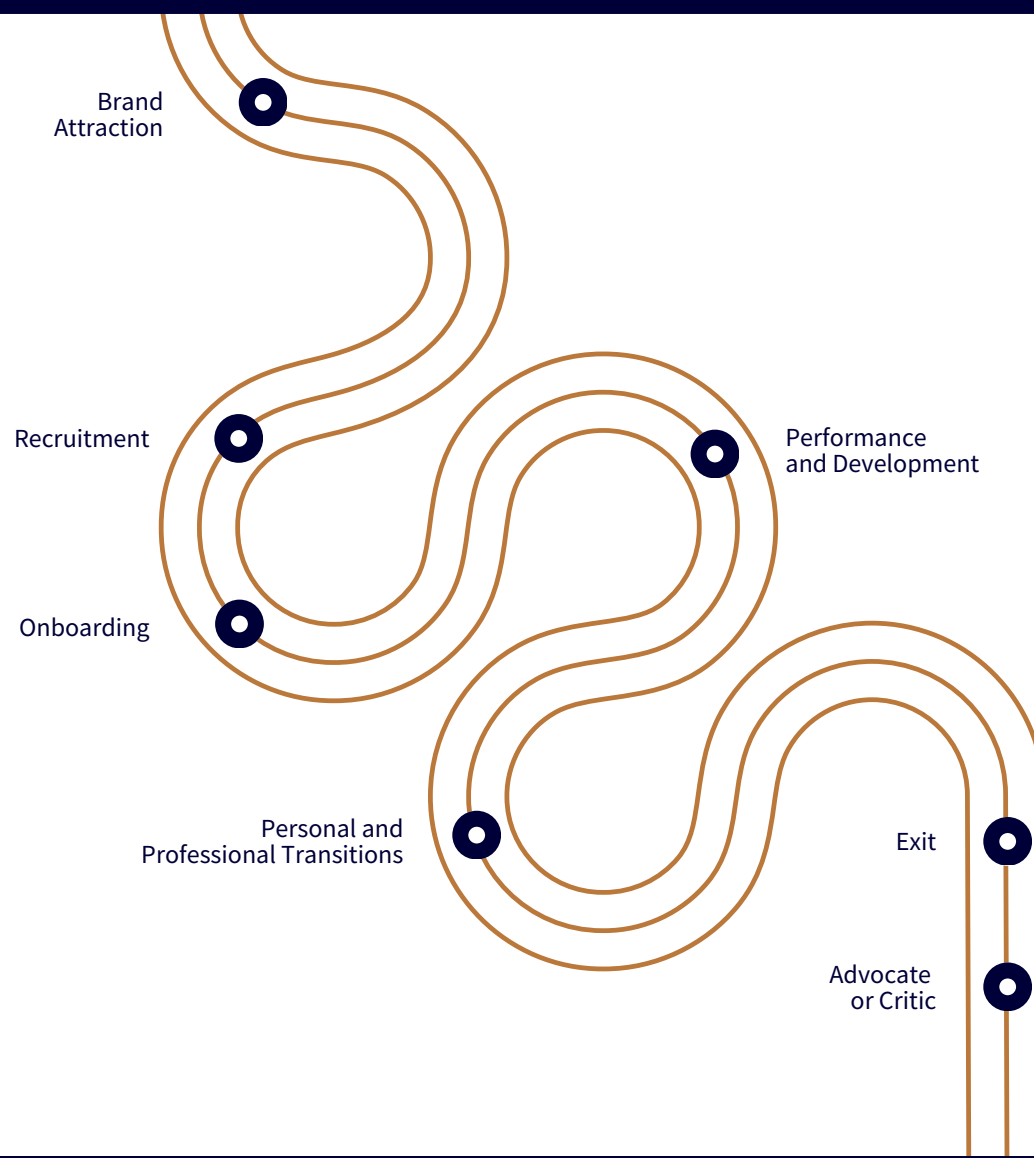
These workshops are ideal for teams or departments that want to change how they have meetings and work together.



Institutional Layer: Creating an Inclusive Employee Experience

In establishing an inclusive organization, it's imperative that leaders, facilities, policies, processes, and communication methods all embrace inclusivity.

We offer training to people in roles that directly influence the employee experience.



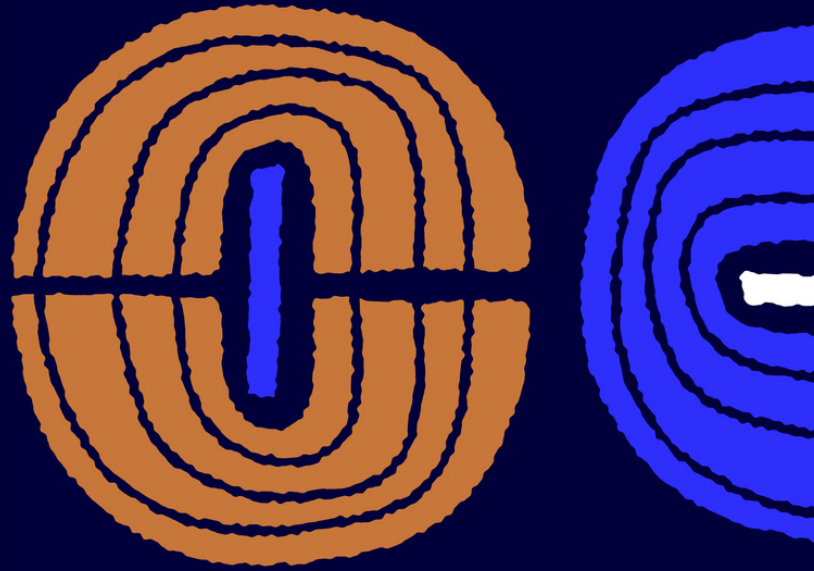
INCLUSIVE LEADER PROGRAMME	INCLUSIVE EMPLOYEE EXPERIENCE TRAINING
<p>Our tailored 7-month programme is designed to address the unique requirements of each organization and its leaders. It features seven monthly workshops and individual coaching sessions for up to 30 participants per cohort, ensuring effectiveness. The programme begins with a baseline assessment and concludes with an impact assessment to gauge its success. Leaders will develop the mindset, knowledge, and practical skills required to effectively lead diverse teams and workforces. They'll gain awareness of their biases and learn habits and strategies for fostering inclusion.</p>	<p>We provide training to teams supporting employees in various roles such as HR, IT, Facilities, Payroll, Internal Communications, and Organisational Psychology. This workshop offers a profound understanding of inclusive employee experiences and equips participants with tools to nurture a workplace that champions diversity, equity, and inclusion.</p>
<p>Duration: 7 months, maximum 30 participants</p>	<p>Duration: 1-day workshop plus follow-up sessions</p>

About Us

54TwentyFour is a diversity, equity and inclusion consultancy, specialising in inclusive employee experience design and leadership development.

The employee experience is the journey that an employee has in an organisation. It starts with the initial impression a potential employee forms about the organisation and extends to the recruitment and onboarding experience.

It includes the day-to-day work environment, relationships with colleagues and leaders, work-life balance, career development opportunities, as well as how personal and professional transitions are handled, and ultimately the employee's departure from the organisation.



It directly impacts employee engagement, productivity, retention, and advocacy, driving organisational performance.

Our mission is to support organisations in creating inclusive environments that unlock the full potential of their diverse workforce.

Some of our previous and current clients:



Our Story



“5424 (54TwentyFour) is the street number of my childhood home in Orlando East, Soweto. Growing up in a low-income community, I witnessed first-hand the challenges of unemployability, teenage pregnancy, alcoholism, and other social issues that persist in South Africa. Today, I find myself in a better place, partly due to the transformative social changes that unfolded during the 90s.

Growing up in the 90s, I witnessed a remarkable period in South Africa marked by our first democratic election, which saw Nelson Mandela become the nation's first black president, and the acceptance of our constitution. These milestones instilled in me a profound sense of hope for equity and inclusion.

I founded 54TwentyFour when I realized that, despite changes in laws and an increased intolerance for discrimination, there remained an ongoing need to create inclusive workplaces that embrace diversity and enable social progress.”

JULIA MAKHUBELA





Thank you.

LEVEL 1 B-BBEE CONTRIBUTOR

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