

# DIVERSITIQ

## EDI CAPABILITY OVERVIEW

Equity • Anti-racism • Disability inclusion • Neuroinclusion  
EDI Consultancy | Audits | Assessments | Policy | Culture development

DiversitiQ CIC is an equity-driven consultancy specialising in EDI audits, anti-racism practice, disability and neuroinclusion, and organisational culture development.

We support organisations across the UK to strengthen inclusion, reduce risk, and build safer, more equitable environments for staff, service users and communities.

Our approach is:

- Trauma-informed
- Practical and actionable
- Rooted in lived and professional expertise
- Grounded in best practice, compliance and governance
- Designed to reduce pressure on overstretched teams



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## CORE SERVICES

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### Rapid EDI Audits (2–3 weeks)

A light-touch, high-value review of policies, culture, reporting routes, anti-racism practice, disability inclusion, and governance.



### Anti-racism health checks

A focused assessment of anti-racism practice, accountability, reporting, escalation, and behavioural expectations.



### Disability & neuroinclusion review

A focused assessment of anti-racism practice, accountability, reporting, escalation, and behavioural expectations.



### Policy alignment & accessibility review

Alignment of key policies with good practice, clarity, language, compliance and accessibility standards.



### Culture & behaviour reviews

Assessment of organisational culture, behaviours, expectations, and psychological safety.



### Short & long-term advisory support

Flexible advisory support for C-suite, managers, HR and leadership teams. Support also available for EDI networks/ groups.

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HOW WE SUPPORT ORGANISATIONS AND WHY THEY TRUST US

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Our consultancy model is designed to minimise organisational workload while maximising clarity and impact.

*We provide:*

- Clear, structured audit frameworks
- Practical recommendations
- Trauma-informed methodology
- Inclusive processes
- Evidence-based practice
- Governance-ready outputs
- Simple, actionable priorities
- Fast turnaround (2–3 weeks for audits)



*Organisations partner with us because we provide:*

- Low-lift engagement for busy teams
- Sector-informed expertise
- Rapid delivery where needed
- Clear communication and transparency
- High-quality, actionable outputs
- CIC structure aligned to social value
- Values-led, practical and grounded approach

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## SECTOR SPECIFIC EXPERTISE

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### NHS trusts & health services

*We understand NHS-specific pressures, including:*

- Workforce experience
- Accessibility and adjustments
- Bullying/harassment reporting
- Safety culture
- Anti-racism in clinical and non-clinical teams
- Operational realities and capacity constraints

*Value to sector:* Supports CQC/quality frameworks, improves staff wellbeing, strengthens equity and trust.



### Charities & Third Sector organisations

*We work alongside charities with:*

- Trauma-informed EDI support
- Volunteer/staff inclusion
- Safeguarding alignment
- Low-capacity, high-impact recommendations
- Behaviour expectations and culture

*Value to sector:* Builds safer, more inclusive environments without overwhelming limited resources.



### Public sector (Councils, local authorities & government bodies)

*We support public bodies with:*

- Policy alignment and clarity
- Anti-racism practice and governance
- Reporting, triage and escalation review
- Inclusion and equality compliance
- Organisational culture diagnostics
- Workforce experience and behaviour analysis

*Value to sector:* Reduces governance risk, strengthens accountability, supports transparency and compliance.



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## SECTOR SPECIFIC EXPERTISE

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### Housing associations & social housing providers

We support housing organisations with:

- Culturally safe workforce practices
- Inclusive resident-focused policies
- Anti-racism and discrimination case handling
- Workforce behaviour expectations
- Accessibility and adjustments
- Governance and board assurance

*Value to sector:* Strengthens trust, reduces complaints, enhances service delivery for diverse communities.

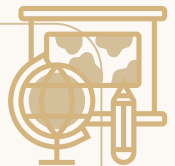


### Arts, culture & creative industries

We support theatres, museums and cultural organisations with:

- Inclusive audience and workforce practice
- Anti-racism and accessibility
- Creative sector workforce structures
- Culture and behaviour expectations
- Reporting routes and governance

*Value to sector:* Enhances organisational credibility, strengthens inclusion for diverse communities.



### Higher Education (Universities & colleges)

We provide support with:

- Student/staff inclusion
- Policy alignment
- Accessible processes
- Anti-racism practice
- Disability and neuroinclusion
- Culture and behaviour expectations

*Value to sector:* Enhances institutional trust, supports compliance and student experience.



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## OUR COMMITMENT

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We are committed to delivering practical, evidence-informed and values-led consultancy that strengthens equity, anti-racism and inclusion across all levels of an organisation.

Our work is grounded in cultural safety, trauma-informed practice and accessible processes that reduce pressure on busy teams while supporting meaningful and sustainable change.

Everything we deliver is guided by integrity, transparency and a genuine commitment to improving experiences for staff, communities and service users.

