



## Deloitte Alchemy Diversity & Inclusion Programme (D&I) The Science of Inclusion

May 2021

**Alchemy**  
by Deloitte

### Diversity & Inclusion (The Science of Inclusion).

The context of D&I covers topics that seeks to help organisations understand that, for people to feel a sense of inclusion the following aspects have to be present: fairness and respect, people must feel a sense of being valued and belonging, the environment must be safe and open and they must feel a sense of empowerment and growth.

**Who Should Attend?** Senior management and executives who strive to change the behaviours of leaders in developing an inclusive culture around them.



### Format

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**Duration 1:4-days** (4x3.5hr sessions)  
Presented digitally

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**Day 1: Module 1** (3.5hrs)  
Introduction to Diversity and  
Management

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**Day 2: Module 2** (3.5hrs)  
Psychological Safety

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**Day 3: Module 3** (3.5hrs)  
Inclusive Leadership

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**Day 4: Module 4** (3.5hrs)  
Purpose to Work

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## Outcomes

### Introduction to Diversity and Management

The focus on this session will be around the idea that diversity without inclusion is not enough. In order to create an authentic and inclusive, one needs to gain insights into how exclusionary practices play out in the workplace and what role we as leaders play in shaping a more inclusive culture beyond compliance with a focus on fairness and respectful, feeling valued and belonging, safety and openness and growth and empowerment.

### Psychological Safety

The focus of this session will be on the importance of creating a psychologically safe space that will enable the experience of inclusion where people feel respected, valued and that they truly belong. This is a process of managing the discomfort accompanied with learning something new through the creation of new mental models and experimentation.

### Inclusive Leadership

Inclusive Leaders cast a long shadow – inclusive behaviours can increase feelings of inclusion by 70%. In this conversation we focus on the six traits of an inclusive leader and how we can leverage these traits and behaviours to shape a more inclusive culture in an organisation.

### Purpose to Work

The focus of this session will be to draw on the key learnings from the first three sessions in application to establishment of an inclusive culture in an organisation. Key to the session will be the practical application of the everyday acts of inclusion based on the six traits on inclusive leadership.



**Dr Martyn Davies**

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Consulting



## Programme details

**Duration:** 4-days (4x3.5hr sessions)

**Dates:** 18, 20, 25, 27 May 2021

**Times:** 10:00-13:30

**Investment:** R10 500



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## Contact

If you are interested in attending the Alchemy by Deloitte the Diversity & Inclusion (The Science of Inclusion), please contact our coordinator Faith Koroloso for more information.



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