



The Inclusive Culture Pledge

ewgroup





Welcome to the **Inclusive Culture Pledge**



2022 is a big year for EW Group and Challenge Consultancy. Marking **65 years of combined experience** in the world of diversity and inclusion, we are celebrating Challenge's 35th and EW Group's 30th anniversaries this year. To celebrate, we're making our [Inclusive Culture Pledge](#) bigger and better than ever!

With thought leadership events hosted by DE&I specialists, peer-to-peer networking opportunities, expert DE&I support and more, the Inclusive Culture Pledge gives you the support and expertise to take DE&I to the next level.

Are you ready to join us, and let everyone know that you're working towards a truly inclusive workplace?





What is the **Inclusive Culture Pledge?**



The Inclusive Culture Pledge is a public commitment to building a more inclusive workplace culture over a period of 12 months. EW Group and Challenge clients who pledge will receive a year-long support package from us, backed up by over six decades of expertise and experience as leaders in equality, diversity and inclusion.

Our flexible packages mean you can choose the level of support required to suit your organisation's DE&I needs.

View our pledgers' statements [here](#).





Why should I **Sign up?**



Signing up to the Inclusive Culture Pledge helps position your business alongside the growing list of global companies who recognise the importance of developing an inclusive culture. The Pledge is a statement of intent, which signals to your employees and your customers that you appreciate the added value that being an inclusive organisation brings.

Partnered and *Accredited* Pledgers will also have access to our DE&I experts to help guide and support them on their diversity and inclusion journey. Our consultants are specialists in unconscious bias, recruitment, leadership, diversity data and more. We'll partner you with experts who are the best fit for your organisation. See more on becoming a Partnered or Accredited Pledger below.



What are the Features & Benefits?



- **Bi-monthly drop-in sessions** facilitated by one of our consultants, where you can share ideas, ask questions, network, and learn from existing DE&I best practice.
- An **online community platform** and space for knowledge sharing, up-to-date DE&I resources, and exclusive access to our consultant geniuses.
- **Inclusive Culture Awards** to celebrate and share the successes of our pledging organisations.
- Exclusive **thought leadership events** exploring cutting edge DE&I topics, facilitated by our experts
- **Tailored support** for *Partnered* and *Accredited* Pledgers from our DE&I specialists, including monthly one-to-one touchpoints and action planning.
- Places on our **accredited ILM L4 course** that will give you a deep understanding of how to manage DE&I.

And more!



Inclusive Culture Pledge Packages

Our range of Pledge packages are designed to support you at every stage of your EDI journey.

Inclusive Culture Pledge	Pledge+	Pledge+ Partnered	Pledge+ Accredited
<ul style="list-style-type: none"> • Bi-monthly drop-in sessions • Online community platform • Annual Inclusive Culture Awards 	<ul style="list-style-type: none"> • Monthly drop-in sessions • Monthly bulletins • Online community platform • Bi-monthly roundtable events • Annual Inclusive Culture Awards 	<ul style="list-style-type: none"> • All Pledge+ features • One hour a month with your dedicated consultant genius – advice, support, action planning • Upskilling for internal changemakers – 3 places on our ILM L4 accredited course 	<ul style="list-style-type: none"> • All Pledge+ Partnered features • Diversity Development Standard accreditation
Free for EW Group & Challenge clients	£900 per annum	£5,000 per annum	£15,000 first year



How do I **Sign up?**



If you're an existing client and would like to explore one of the Pledge packages, please contact:

catherine.manser@theewgroup.com

To find out how we can support you with your DE&I requirements, please contact:

sush.bastola@theewgroup.com

For anything else relating to the Inclusive Culture Pledge, please contact:

catherine.manser@theewgroup.com or
cara.low@theewgroup.com

