

WHO ARE WE?

We're Diversifying Group (formerly BAME Recruitment), a Diversity and Inclusion (D&I) Services organisation. We're a Black-owned, female-led business employing a talented intersectional team of people.

Our mission is to transform the world of work for a more accepting future.

Founded by the award-winning Cynthia Davis in 2015, we have built a reputation for being a supportive but critical partner. Diversifying Group provide a blend of Talent Attraction, Executive Search, Recruitment Marketing, Events, Training and Consultancy Services to support organisations on their journey to inclusive working.



Cynthia Davis, CEO & Founder

OUR SERVICES

1

Recruitment & Executive Search

At Diversifying Group we are not, and have never been, driven by chasing fees but rather using our expertise to help organisations assess and appoint the very best candidates from all walks of life. We're experts in delivering inclusive assignments which give every candidate equal equity in the process.

Over 70% of our hires over the last 5 years have identified as coming from a diverse background.

The Team

A number of our diverse team have over 20 years of industry experience each and have worked in a range of Executive Search, Global Recruitment Agency and Internal Recruitment Talent & Leadership roles. [See our Team](#) for full details. We are not a PSL agency as we know from experience that the traditional recruitment agency model is not at all effective in promoting diversity.

2

Advertising

Frustrated by the traditional job board market, we have created three careers platforms for our partners to market their opportunities to our audience directly.

Diversifying Leadership

Best suited for leadership hiring opportunities

Diversifying.io

A generalist platform for roles at all levels

Diversifying Agencies

Roles managed by inclusive recruitment agencies

We're big advocates of social hiring and use social media extensively to capture the attention of those candidates who are not actively seeking a role. For many of our partners, we design and execute bespoke campaigns to target the specific audiences they are looking to attract.



3

Strategy, Consultancy & Training

Finding and hiring the right candidates is only one aspect of being an inclusive employer.

Many of our partners have great intentions but need help and support to create an environment where people of all characteristics can belong. Diversifying Group provide a comprehensive range of D&I services to drive tangible progress to your agenda. Our highly experienced practitioners tailor their approach to suit the needs of your business.

4

Events

We're passionate about delivering impactful events to inspire, motivate and connect people. We deliver a range of virtual and in-person events including panel discussions, networking, interviews, workshops and keynote speaker engagements.

5

Diversity Partnerships

Organisations are now looking to accelerate their inclusivity efforts, but they need help and support from an objective and expert Partner. Our Diversity Partnership service is a 12 month+ journey where we become part of your overall D&I strategy for a monthly fee.

Don't see the service you're looking for here? Get in touch - we are continually evolving our services in response to demand.