

# DIVERSITY & INCLUSION

• • • D&I expertise for your performance





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### EXPERTISE

**Accordia is a consulting firm specialized in the design and development of D&I policies.**

We are known for our high level of expertise and the results generated by the actions we implement to promote inclusion.

**Our expertise covers many disciplines including:**

Social Responsibility & HR policy, social psychology, law & compliance, change management and individual and collective engagement of all.

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### TEAM

**Our team is all about inclusion: diverse, concerned, enlightened and inspiring !**

All Accordia's team members have a strong academic and professional background with extensive experience in the field of D&I consulting.

(Leading schools and University as Berkeley University, École des Mines, EMLyon, former jurist at the French Equal Opportunities and Anti-Discrimination Commission...).

We value diversity as our first pillar. We do believe in the strength of an inclusive team, powered by our differences, our cultures, our skills and experiences.

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### VALUES

**We proudly develop a positive approach to diversity & inclusion.**

Curiosity and open-mindedness are assets that we bring to our passion for equality and diversity. We believe it enriches each and everyone of us !

We make sure to carry out our projects with a high level of quality. Everyday, we aim to reinvent and find new paths to promote inclusive workplaces as fulfilling environments that support people to perform individually and collectively through all their diversity.

## D&I CONSULTING



**An « all inclusive » approach  
for a meaningful change**

D&I Strategy & Roadmap  
Sponsorship programs  
Employee Ressource Groups  
D&I Diagnostic  
Compliance

## TRAINING



**More than 50 programs of  
D&I Leadership courses  
for 2 000 trainees each year**

D&I programs  
Inclusive leaders program  
Legal & Compliance training  
Train the trainers

## AWARENESS



**Engage all your employees  
with steady programs for all**

Conferences  
Workshops (Gender Equality,  
Disability, LGBTQ+,  
Cultural Diversity)  
Coaching  
Lab experience  
(Unconscious bias)

## DIGITAL LEARNING & INNOVATION



**Embrace the power of  
disruptive approaches**

E-learning  
Mobile App  
Augmented Reality  
Board games & Tools

## COMMUNICATION & ON-BOARDING



**Promote your inclusive culture  
inside and outside your  
organization for a powerful  
and sustainable impact**

Awareness raising Campaign  
Kit for trainers & Ambassadors  
Communication plan



## D&I CONSULTING & STRATEGY

### D&I STRATEGY & ROADMAP

Accordia helps organizations to define and develop their diversity policies and objectives in line with their industry, their own history and culture. Our proven methodology established on real business cases provides the strategy to achieve D&I goals.

We design road maps for each subjects chosen by the organization: Gender Equality, LGBTQ+, Cultural and Religion Diversity, Disability, Multi-generational teams...

### EMPLOYEE RESSOURCE GROUPS (ERGs)

Accordia provides support and ensures close supervision to organizations who want to implement ERGs, to reinforce their D&I policy built upon a commitment given by specific groups of employees (Women, LGBTQ+...). We propose an agile methodology based on 5 points: leadership buy-in, assess company needs and set goals, start small, advertise the group, measure the impacts.

### D&I DIAGNOSTIC

Accordia identifies the right metrics and goals depending on the diversity policy objectives.

We carry out quality audits on HR processes, survey to measure the perception of discrimination feelings, and mesure unequal traitement throughout their careers (recruitment, mobility, compensation policy...) with the support of our renowned statisticians from the best university research laboratory (Dauphine, Paris Sorbonne...).

### COMPLIANCE

Accordia ensure the legal compliance to all non-discrimination laws depending on the organization's country. Our legal experts secure all HR process with action-oriented method and proven tools (process, training, statement...). We ensure a full safety net against legal and corporate image risks.





## TRAINING & AWARENESS

### D&I PROGRAM

We do believe that goodwill, sharing experiences and awareness on the impact of unconscious biases is key of efficient D&I training programs. Authentic and respectful behaviour has to become the new way of working. This will enable everybody to give their best and achieve success together.

This is why Accordia training experts formalized a new approach to D&I training. It is called the "**Accordian experience**" built on exclusive tools and best practices through a positive and empowering approach. This state of mind is widely exemplified in all our 50 D&I programs, adapted to each specific audience : Executive committee, Directors, Managers, HR, and employees... for a better impact in line with their role in the organization.

### INCLUSIVE LEADERS PROGRAM

Accordia knows that an inclusive organization comes from inclusive leaders. We bring our expertise together to develop programs especially designed for Managers & Leaders. These programs include long term coaching with our D&I Expert Coach.

### WORKSHOP

Through our workshops, Accordia's speakers cover a broad spectrum of authentic situations. They share their experiences and plant the little "Diversity seed" in each and every participant. Our specific tools facilitate the sharing of knowledge, encourage and stimulate awareness and creativity.

*Our Goal : make each participant a new ambassador of your D&I strategy, embracing Respect, Authenticity and Global Performance.*







## DIGITAL LEARNING & INNOVATION

*Accordia develops and publishes exclusive and high quality solutions to promote your Diversity policies.*

### GAMES & TOOLS

Because a fun and shared moment is more impactful than an overcharged PowerPoint presentation, Accordia offers tools that can be used in training sessions and be part of your « Onboarding program »

- **Cap sur la Diversité®**, **Cap sur la Mixité®**, **À la découverte du Handicap®**  
Three board games made to help you understand Diversity in its whole.
- **Diversi'Cartes®** (DiversiCards) : facilitation tools to stimulate free speech and clarify D&I concepts.
- **C'est Quoi Donc ?®** (Sexism & sexual harassment : What is it ? ; LGBTQ+ : What is it ? ; Discrimination, Diversité & Inclusion: What is it ?...) : Card games to explore behaviours promoting Diversity and Inclusion at work.

### E-LEARNING

Accordia owns the first e-learning catalogue with more than 20 modules (multilingual, laws from 30 countries, storytelling format).

Accordia provides premium licences or SAAS services.

### MOBILE APP AND AR

**Diversity Scan®** is the first mobile app for D&I awareness (Disability, Parenthood, Discrimination, LGBTQ+, Origin, etc)



## COMMUNICATION & ON-BOARDING

### AWARENESS RAISING CAMPAIGN

Accordia guides organizations in the development of their internal communication campaign. We design and develop communication tools such as flyers, brochures, videos, mediaplanning, newsletters, posters, guide books, etc.

### KIT FOR TRAINERS

We wish to work side by side with our clients during the development of their D&I policies. To do so, we help them identify and promote internal D&I ambassadors or Role models. We transfer our expertise, knowledge and skills during their trainer's training with some specific tools

- Trainer's kit
- Webinar
- Coaching
- Etc.

### PARTNERSHIP WITH SOCIAL & LOCAL ORGANIZATIONS

In order to fully integrate D&I policies in the CRS, Accordia identifies the best caritative programs and local charities, for employees in order to engage themselves, outside the organization.

Because D&I state of mind includes collaborative work, Accordia also facilitates the sharing of best practices between its clients by building bridges between industries or companies.





# CONTACT

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# Accordia

Consulting • Training • On-Boarding • Diversity & Inclusion

# KEEP CALM AND BE A V.I.P.\* *with Accordia*

**\* VERY INCLUSIVE PERSON®**

