
IN-VISIBLE
BEGINNER'S DEI KIT
WHERE TO START?



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Wondering where to kick off your journey towards a comprehensive diversity and inclusion (DEI) strategy? Our beginner's DEI kit is designed to provide essential guidance, allowing you to lay the foundational steps for your DEI strategy.

OBJECTIVE

With this kit, you will find answers to your most pressing questions concerning a DEI (Diversity, Equity, Inclusion) strategy. With our guidance and material, you will be able to initiate your roadmap for change.

CONTENT

This package includes a 90-minute consultancy Q&A session with a senior expert from our team and a digital version of the IN-VISIBLE map, accessible to your entire team. The map consists of a DEI glossary, dozens of sources and practical do's and don'ts.

DURATION

The consultancy session lasts for 90 minutes, and you will have an unlimited license for internal use of the map.

LOCATION

Online - via Zoom, Webex, etc. or in-person at your organization's office.

INTENDED AUDIENCE

This package is tailored for the People & Culture Team, HR, Diversity Management, Leadership, or individuals responsible for your organization's diversity strategy.

GROUP SIZE

The consultancy session is open to a group of up to 5 people.

LANGUAGE

We offer this package in both English and German; the IN-VISIBLE Map is bilingual.

To book the Beginner's DEI Kit „Where to Start?" please send an email to hi@in-visible.berlin. If you have any further questions or require additional information, please don't hesitate to contact us at any time.

DEI, G&I, D&I, DEIB - What's Going On?

Embarking on a journey to foster a diverse company with an inclusive work culture can be quite a challenge. We've observed that many of our clients start this journey with great motivation and enthusiasm, only to realize that there's a lack of clear guidance. Where do you begin? Whom and what should you consider? What to avoid? We know that it can be overwhelming. The rapidly evolving language and concepts in this field make it even harder to keep up, especially if you're new to it and short on time. Furthermore, the internet is filled with a lot of misinformation, making it tricky to find genuinely helpful resources for yourself and your team.

What Can You Expect?

You can expect a safe and supportive space where your Diversity Team can freely ask our expert any question. In our 90-minute consultation session, there are no such things as "stupid" questions, and there's absolutely no shame in feeling overwhelmed. We'll also bring some guiding questions to help you structure your thoughts. We'll share both best and worst practices, engage in open discussions, and offer feedback on your ideas. By the end of the session, you'll have more clarity about your next steps and can develop a solid action plan. We'll provide you with the first component of this plan - the „IN-VISIBLE Map", a comprehensive digital learning resource that can be shared with everyone in your company.

IN-VISIBLE

IN-VISIBLE has many years of experience in the fields of gender research, equality, diversity and anti-discrimination in the context of startups, public actors and companies. Our expertise includes well over 500 workshop days and the close support of over 50 teams and organizations. Our team is made up of experienced and specialised young experts who feel at home in a diverse and global society. Developing strategies and solutions to understand and discuss the (often sensitive) issues of gender and diversity is what we do best. Monitoring is important to us - our before-and-after surveys of the IN-VISIBLE workshops show that after the workshop:

- participants feel more confident about recognizing discrimination in the workplace,
- participants feel more confident to intervene in the event of discrimination at work.

OUR CLIENTS

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