

MISSION: Contribute to the dream of social justice and inclusive growth by make organisational Processes fair, Systems inclusive, People thrive				
IMPLEMENTATION		VALUE	MARKET	
KEY ALLIES - Associates - Colleagues in STEM professional bodies, companies - Social enterprise network - HR/allied service-related providers working in related areas	KEY RESOURCES - Website - LinkedIn - Technology tools (conferencing, polling software, multi-currency account, etc...) - EBooks - Membership of bodies (AHRI, Optica, SHRM, IAAP, - EDI Podcasts, Webinars	SOCIAL INNOVATION - EDI education as a way to motivate positive change society - 3-fold social impact: Directly from our services Our commitment to reinvesting into community Our workforce, associates, partners, vendors	CUSTOMER RELATIONSHIPS - Value driven engagement. Empathetic, horizontal, empowering, equitable relationships - Organisations examining their systems, processes to adopt just business & organisational practices, those seeking to engage socially conscious stakeholders (customers, talent, suppliers) - Professional bodies - STEM organisations - Social Enterprise networks - Local councils, state and federal government - Companies and Charities (global) - DEI conscious leaders and managers	CHANNELS - Website - LinkedIn - Professional bodies- newsletters and network - Speaking at events for organisations - Writing for websites and organisations
	KEY ACTIVITIES - Trainings - Webinars - Workshops - Consulting - Tools - Reports - Research output - Technology: accessibility services	VALUE PROPOSITION Our work is linked to UN SDGs - EDI education for social change, sustainable development, UN SDGs 4.7b, 10.3 - Equitable processes enable equality, UN SDGs 5.5, 5c, 8, 8.5, 10.4 - Inclusion enables sustainable development, UN SDGs 10.2, 10.3, 10.4, 16.3, 16.7, 16b	CONSUMER BENEFITS Micro: - Organisational management hire, promote more equitably, fairly, also from disadvantaged groups - Organisational workforce is inclusive towards all Meso: - Organisational practices, culture more equitable inclusive, welcoming of diversity, sustainable Macro: - Globally, society is more equal, equitable - Globally society is more just and inclusive	
FINANCES				
COST OF DELIVERY - Preparation, research time - Website, Technology related (laptop, tools) - Membership fees of bodies - Certification costs - Professional development costs - Logistics - Salaries		COMMUNITY REINVESTMENT At the moment through in kind Free/discounted - training (webinars, workshops, talks, podcasts) - Consulting - Resources for people to use (EDI reports, tools, etc.) - Mentoring of disadvantaged individuals - Research on EDI, EDI & technology		REVENUE STREAMS - Training - Consulting - Technical (Accessibility work)

Acronyms: EDI: Equity, Diversity & Inclusion; UN SDG: United Nation Sustainable Development Goals; STEM: Science, Technology, Engineering, Mathematics; AHRI: Australian Human Resource Institute; SHRM: Society for Human Resource Management; IAAP: International Association for Accessibility Professionals

