

vividhata[®]

Profit with Purpose



Are you looking to make your organisation more equitable, diverse, and inclusive?

At Vividhata, we offer comprehensive services to equip you with the knowledge and skills to embrace EDI, leading to better workplace performance, outcomes, and innovation.



Training: Equity, Diversity & Inclusion



Aboriginal Cultural Awareness Training



Mental Health Awareness



Tools, Resources and Consulting



Web Inclusivity Technical Services

<https://vividhata.co/>

ABOUT US

Vividhata is a boutique, woman-led, certified Social Trader organization that specializes in helping businesses and organizations become more equitable, diverse and inclusive.

We are passionate about embedding EDI into business processes across organizations and beyond HR. We believe it can increase profits and bring economic and social justice closer together. Our mission is to contribute to social justice by making organizational processes fair, systems inclusive and people thrive.

Our work is linked to several UN SDGs, including Quality Education, Gender Equality, Decent Work and Economic Growth, Reduced Inequalities, Sustainable Cities and Communities, Peace, Justice and Strong Institutions.

We are certified social traders and are committed to giving 50% of our profits back to the community, this is largely donated through our time. As a research-led organization, we conduct EDI research and apply it in our training, tools, and consulting; ensuring that our solutions are innovative, tech-friendly, evidence-based and produce outcomes.

We provide a comprehensive service for all your EDI needs, bringing lived experience of diversity and international experience to deliver global service. Our services include engaging and informative training on current EDI topics, bespoke consulting, tools and resources that are cutting-edge, actionable, and evidence-based. When you work with Vividhata, not only will your business benefit, but your business can also do good for society.



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Our overarching objective is to create fairer organisational processes.”

A MESSAGE FROM THE CEO

I want to share with you my personal experience of facing discrimination due to systemic barriers and a culture of inequity. Witnessing others going through the same experiences made me realise the importance of fighting against these issues. I believe that removing these barriers can unlock financial stability, creativity, satisfaction, and greater productivity for everyone.

Through education in Equity, Diversity and Inclusion (EDI), we can reduce these barriers. As people begin to understand the link between barrier removal and productivity. I believe that more individuals and organisations will embrace EDI. STEM is a field that is particularly troubled in this regard, with very poor gender balance at all levels, including leadership. Additionally, racial and other forms of exclusion in leadership and pay inequity are rampant in STEM. I am committed to contributing towards changing this, not only in STEM but in all fields of life.

Our core purpose is to move towards social justice by positively influencing organisational culture, systems and processes. As a boutique, woman-led, certified social trader organisation, our overarching objective is to create fairer organisational processes, foster inclusive systems, and facilitate individuals' growth and prosperity. Our efforts are aligned to contribute to the UN Sustainable Development Goals and ultimately to transform our world for the better.

Arti Agrawal

ARTI AGRAWAL | CEO

OUR PEOPLE



ARTI AGRAWAL

**PROMOTES
INCREASING THE
DIVERSITY IN
LEADERSHIP**

Dr. Agrawal is the CEO and founder of Vividhata Pty Ltd, an organization focused on promoting diversity and inclusion initiatives globally.

Dr. Agrawal is a Physics PhD holder from the Indian Institute of Technology, Delhi and a proud member of the LGBTQIA+ community. She has extensive experience working in environments across Asia, Europe and Australia. Her work includes cultural competence, sensitivity training, organizational capacity building and initiating dialogues on key challenging issues in organizations of all sizes. She is a champion of diversity, equity and inclusion initiatives in the global photonics and optics community, promoting meaningful changes in increasing the diversity in leadership and membership of scientific bodies and committees in this field. Dr. Agrawal is also passionate about mentoring students, especially minorities and women in STEM fields.



DAVE WIDDERS

**PASSION FOR
FOSTERING POSITIVE
RECONCILIATION**

Dave Widders is a proud Anaiwan man from Armidale, NSW with over 20 years of experience in imparting diversity training to government, community organizations and businesses in Australia.

Dave's passion is making a difference for Aboriginal people and fostering positive reconciliation across the wider community. He believes in the power of education to foster acceptance and change. Dave has worked in Aboriginal communities across Australia, from metro to regional areas and has been well-accepted by these communities. His training can help attendees develop greater cultural competence in working with Aboriginal communities and appreciate the value that businesses can earn by employing Aboriginal people.



ARIF ONGU

**AIMING TO BRING
ABOUT POSITIVE
CULTURAL CHANGE**

Arif Ongu is a sociologist, mental health and diversity advocate with expertise in workplace diversity and inclusion.

He holds a Master's degree in Peace and Conflict Studies as well as a Certificate IV in Training and Assessment. Arif has 20 years of experience working with youth, refugees, migrants, emerging communities, offenders, and people with disabilities and mental illness. For the last decade, he has specialized in workplace diversity and inclusion, aiming to bring about positive cultural change. Currently, he is the Training and Development Specialist at the Centre for Social Justice and Inclusion at the University of Technology, Sydney (UTS). He also provides consultancy services to businesses, community organizations, and large corporations, including Deloitte. Arif is an accredited Master's instructor with Mental Health First Aid Australia.



We cover all aspects of diversity and we are research-active.”



THE DIFFERENCE

Vividhata differentiates itself from competitors by being a social trader with a global outlook, making us the right choice for EDI and comprehensive social procurement.

Why us?

- Comprehensive service for all your EDI needs
- Lived experience of diversity
- International experience, global service
- Research-led, evidence-based solutions
- Specialise in Science, Eng & Tech sectors
- Membership, engagement with EDI bodies, events
- Operate by our stated values
- Certified Social Trader

We cover all aspects of diversity and we are research-active. Vividhata conducts EDI-tech research and uses it within our Virtual Reality-based experiences project with colleagues at PI Lab, University of Technology, Sydney. This project aims to increase empathy and inclusion by enabling people to experience the world from an entirely different perspective. The project has even received partial funding from the Department of Transport, Victoria, to increase the safety of buses. With its unique approach and offerings, Vividhata is an excellent choice for businesses looking to address EDI needs comprehensively and effectively.

SERVICES

We cater to clients globally and have experience servicing clients remotely across various time zones. We expertly service across the board but specialize in STEM, construction and tech industries.

We primarily work with small to medium-sized companies, membership associations, and not-for-profit organizations.



TRAINING

We provide engaging and informative training on current EDI topics.



CONSULTING

We provide bespoke consulting, tools and resources that are cutting-edge, actionable and evidence-based to help organisations achieve robust, inclusive growth.



TECHNICAL

We provide a host of services to help make your organisation's website inclusive and engaging to the widest range of people, including people with disability and neurodiverse people.



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EXPERIENCE

C-SUITE SOLUTIONS

We helped define the strategic role of the Board for the International Association of Yoga Therapists (IAYT), in their organisation's EDI efforts in 2022-23. The outcome has been a priority for the IAYT board, an organisation starting its EDI journey. We are proud to have instigated the Trans Gender policy for the Anthony Nolan Trust in 2021. This policy impacts 1.9 million bone marrow donors at the heart of donor-cancer patient matching of transplants, as well as for staff and volunteers.

LEARNING AND DEVELOPMENT SOLUTIONS

We have successfully developed and delivered tailored solutions such as the Managing Diversity at the Workplace training for team leaders. Customised courses of this nature have been delivered to the Institute of Civil Infrastructure, Engineers Australia and Optica. In 2016 we led a comprehensive review of Optica for gender equity, the scope covered all their services and business processes. The outcome was a global strategy for implementing gender training programmes and strategic collaboration, leading to 50-50 gender parity on the Board and a 25% increase in female members. Optica organisation has 25,000+ members globally and is the leading professional body in optics in the world.

POLICY, PROGRAMME CREATION AND IMPACT EVALUATION

Our passion is creating and implementing successful policies with measurable impacts on hard problems. We believe in improving gender balance in engineering and led the disruptive policy change in UTS admissions, successfully meeting the 10% increase in female undergraduate enrolments in engineering target. In 2018-2020, we established impact evaluation as a key metric for success monitoring and data analysis for programme design. This gained notoriety at the international awards for Women in Engineering & IT (WiEIT) as well as being a finalist in the 2018 EQUALS in Tech Awards, Research category, a joint initiative from the United Nations and International Telecommunications Union.

ENLARGING PRESENCE THROUGH TECHNICAL CONTENT AND WEBSITE ACCESSIBILITY

We provide technical solutions to increase the audience that can access client content and websites. In 2019, for Anthony Nolan, we identified gaps in website accessibility for disabled users, those with varied literacy backgrounds, culturally diverse users who may not have English as a first language.



CLIENTS

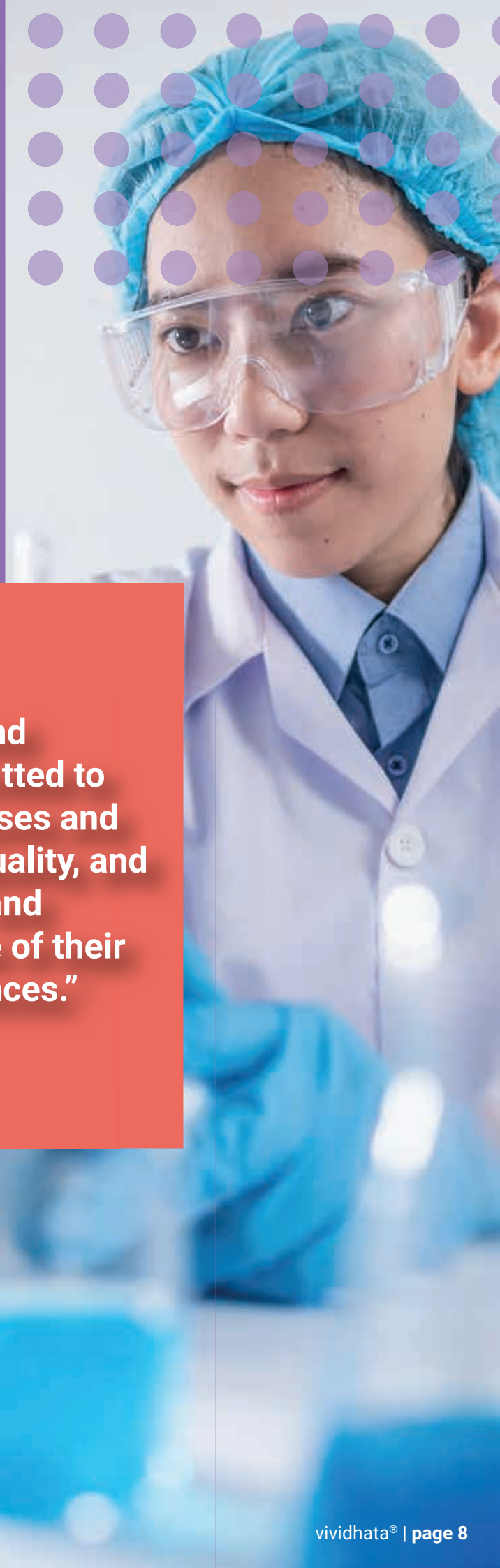
We are proud to have made an impact and positive change within the following businesses.

- IEEE Photonics Society
- Optica formerly OSA
- International Association of Yoga Therapists
- Engineers Australia
- Gay Women's Network
- Department of Transport, Victoria State Government
- Anthony Nolan Trust
- Institute of Civil Infrastructure
- IMove CRC



Dr Agrawal is a passionate expert and change-maker. She is deeply committed to advancing understanding of the causes and manifestations of inequity and inequality, and what works in tackling the barriers and disparities that people face because of their identity, background and circumstances.”

HUGH ALLEN
CSO, ANTHONY NOLAN TRUST





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Business for good