

Latest information regarding the  
B2E Equality, Diversity & Inclusion (EDI)  
Improvement Service Offering Overview



**EQUALITY,  
DIVERSITY &  
INCLUSION (EDI)  
IMPROVEMENT**

Ensuring fair treatment for all

**Principal: Liz Mayers**

# EQUALITY, DIVERSITY & INCLUSION IMPROVEMENT

Extensive research has been carried out by 1000s of companies, discussing the correlation between the improved performance of an organisation and its Diversity. Whilst the percentages might vary a little, the overwhelmingly positive findings don't. There is widely published research about the numerous, direct and indirect business benefits achieved by being a Diverse organisation, such as increased productivity, performance, innovation and profit. The statistics make a compelling business case, with McKinsey and Deloitte claiming:

- Racially and ethnically diverse companies outperform industry norms by **35%**
- Gender diversity boosts financial returns by **15%**
- Inclusive teams outperform their peers by **80%** in team-based assessments
- Highly inclusive companies are more likely to hit their financial targets by up to **120%**

However, an organisations EDI performance is notoriously hard to measure, navigate and improve. This is because the topic is complex, intersectional and sensitive. It is about much more than who is currently represented, or what they are paid.

Our EDI Improvement Framework© provides a clear framework of 150 measures against which an organisation is assessed and improvements are planned. It gives clear and thorough consideration to all the areas impacting EDI performance, to guide the journey of continuous improvement.



# TYPICAL CHALLENGES

EDI is complex, multi-faceted, intersectional and sensitive – and therefore really hard to get right.

Initiatives meant to improve EDI sometimes result in destabilisation of the existing workforce, they can be confronting and uncomfortable and without clear business and ROI drivers and expert guidance can go off track.

# UNIQUE SOLUTIONS

To unravel the complexity surrounding EDI, it is essential to be able to measure an organisations performance across numerous inter-connected areas and gain true insight into all the areas impacting your EDI. Understanding the current holistic picture, and why it is as it is, is crucial. To examine and consider all elements of diversity from gender, ethnicity, disability, neurodiversity, religion and sexual orientation ensures EDI initiatives improve circumstances for everyone.

The EDI Improvement Framework© developed by Liz Mayers and ARE Consultants provides a unique and comprehensive starting point for organisations, highlighting strengths and informing specific target areas for development.

This measured approach ensures EDI investment is utilised effectively and allows companies to demonstrate and evidence the improvements made by these initiatives.

Service Offerings at B2E Consulting are supported by our community of over 20,000 high calibre, expert consultants, usually with more than 10 years of relevant EDI experience, ensuring we fully understand a client's goals, content and context.

We usually expect to partner with a client to develop a strategy that will be truly effective, whilst leveraging our unique business model to ensure quality and value for money.



Liz Mayers is the B2E EDI principal. has extensive EDI experience gained from 25 years Consulting and Executive Search experience, and is

the co-founder of specialist EDI consultancy business, ARE Consultants. She is passionate about Equality and the ethical treatment of people. Believing it is essential that organisations embrace and celebrate diverse talent and create a positive and inclusive culture for that talent to thrive, and by doing so enhance their business performance and growth.

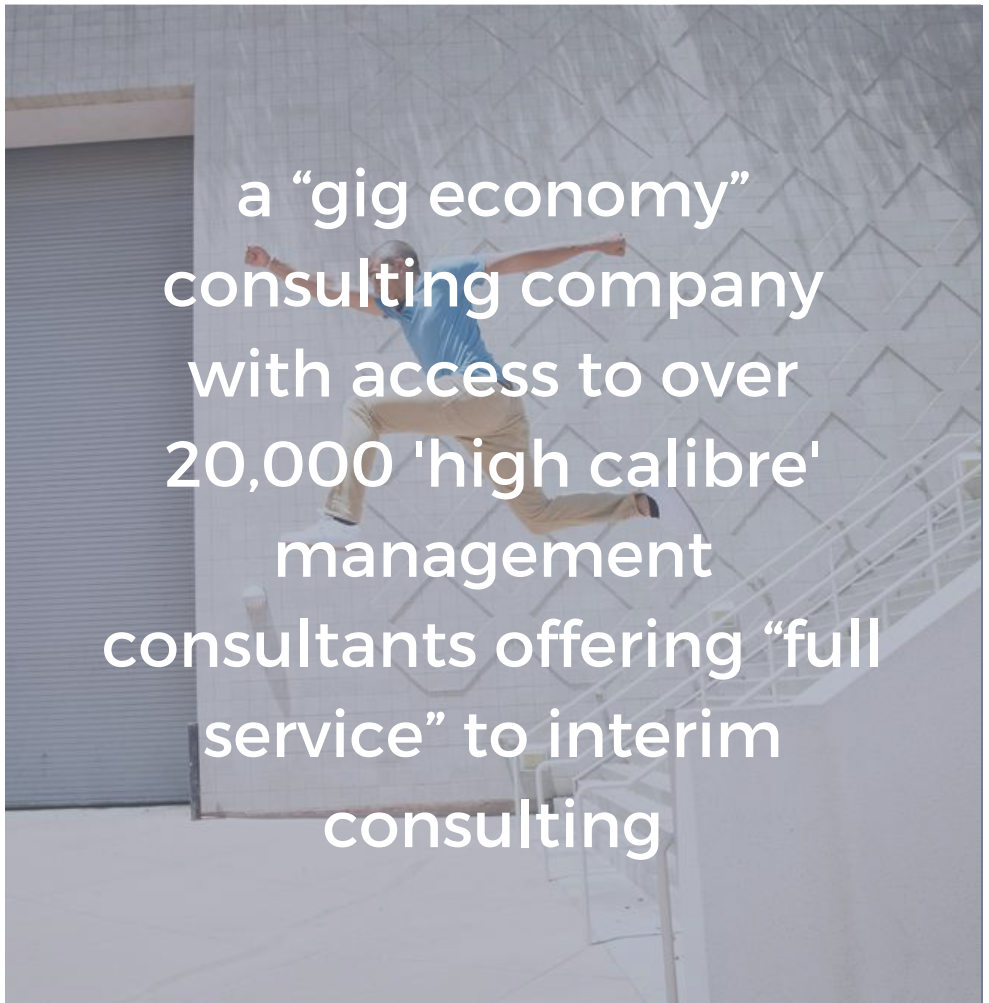
Liz started her recruitment career with Reed Accountancy in the 1990s, which had a well-deserved reputation for the quality of its Equal Opportunities training at the time. This gave her a thorough understanding of the legal obligations for companies and first-hand experience of the (often very different) reality which existed in client organisations.

Throughout her career, she has been a strong champion and advocate for EDI initiatives, particularly whilst in Executive Search when often tasked with addressing underrepresentation in Leadership teams. She became fascinated by the impact inclusivity, and the ability to be your authentic self, had on the successful outcomes of these appointments and founded ARE Consultants to improve EDI for organisations.





**CONSULTING**  
FUELLING TRANSFORMATION. POWERED BY EXPERTS



a “gig economy” consulting company with access to over 20,000 'high calibre' management consultants offering “full service” to interim consulting

## Why B2E?

1. Immediate access to quality consultants at significantly lower cost
2. Specialist delivery through a consulting community of >20,000 experts
3. We understand transformation - our B2E team share >200 years top tier consultancy experience

The majority of our B2E Community have come from the top 10 global consultancy firms



>50%

B2E Community has 'Financial Services' experience. (>10,000 Consultants)



Since 2002, our Consultants have worked on ~700 business transformation assignments across a range of areas, technologies and business challenges