



Diversity Equity & Inclusion

# **THE RACE PARADOX: CHANGING THE DIVERSITY AGENDA**



**Aspire consultancy supports organisations, senior leadership teams, managers, and executives to understand the importance of Diversity, Equity and Inclusion (DEI) in the workplace and gain actionable insights and strategies to support DEI within their organisations. A lot of organisations have identified the need to become more diverse and inclusive, however, they regularly encounter blockages, and the perennial challenge of know-how and the actions that will move the “Dial” on the corporate diversity dashboard.**



Aspire advisory and consultancy services, workshops, facilitations, training, and coaching/Mentoring methodologies are designed to challenge the status quo and conventional thinking.

In order to deliver more cognitively diverse teams and enhance the overall team performance, Progressive strategies to embrace DEI are necessary. DEI is often protracted and often ineffective, which means that companies require a fresh perspective and a critical lens, to facilitate change rather than rely on the homogenisation and effects of cultural “myopia”.

Aspire offers a diverse perspective from a commercial, academic, and industry perspective, using proprietary tools and frameworks, such as the Race Paradox We offer support within the public, private, and third sectors including senior leaders and high-level executives, to provide a holistic view of diversity that goes beyond race, gender, ethnicity, with a clear focus of improving business outcomes, DEI, and Corporate social responsibility.

We help organisations develop and implement DEI strategies, within areas such as procurement and supplier diversity, recruitment, coaching and mentoring, organisation culture, cultural competence, intelligence, and leadership.



Organisations have made slow progress towards delivering a more inclusive culture throughout their organisation and often senior leadership teams are severely challenged by the lack of diversity and supplier diversity, but societal and cultural shifts in the last few years have accelerated the pace of change — and along with it, the need for new strategies and solutions to boost DEI in the workplace.

The inherent nature of diversity and inequity within both the public and private sectors is cause for serious concern. Whilst there is a growing appetite to deliver real change, institutions are shackled by their systemic, social, cultural, and structural practices. At Aspire we want to bring integrative and innovative solutions to life.



## What do we Do and why?

1. We Challenge your Diversity Equity & Inclusion (DEI) Status Quo-We offer a Non -executive Diversity Voice.
2. Develop tangible concepts of Diversity, Equity, and Inclusion.
3. We help organisations explore and examine personal/ collective views on DEI.
4. Reflect on the successes and failures related to diversity to glean lessons learned.
5. Evaluate an organisation's current state of diversity.
6. Analyse diversity KPIs-recruitment, promotion, Pay, Suppliers.
7. Evaluate Organisation Leadership and Organisation Culture.

## Understanding Bias & Structures

1. Examine the causes of discrimination, including individual and organisational factors.
2. Distinguish between implicit and explicit bias and react to your own implicit biases.
3. Identify the main barriers to increasing diversity in your current organisation.
4. Mentoring and team/People development.
5. Evaluate systems and structures that perpetuate bias.

## HR – Grow and Manage Diverse Teams

1. Employ intentional hiring practices to attract a diverse pool of candidates.
2. Develop strategies to recruit and retain a diverse workforce in your organisation.
3. Recognise micro-scale challenges and opportunities for diversity and inclusion within your organisation.
5. Consultancy support – Business Review and analysis – Diagnostic.

## DEI Consultancy Research

1. We undertake bespoke research, where we will examine, evaluate and analyse internal data, teams understand the challenges, and identify workable solutions to help support business goals.

The Race paradox is a set of complex interconnected constructs that gives an organisation the unconscious illusion of inclusion, it conveys the appearance of racial cohesion and equitable coexistence. There is a structural and systemic disconnect between the perception of what an organisation portrays when benchmarked against the organisation stated key objectives, values, and beliefs.

We help organisations and teams to transform their Diversity, equity, and inclusion objectives into tangible measurable outcomes, whether in the workplace, the supply chain, or within senior leadership teams, bringing a multitude of benefits, including socioeconomic and financial advantages. Diversity teams will offer a variety of different skill sets, that will not be possible within a homogenous team. Diversity teams will deliver on cognitive diversity which refers to differences in perspectives, experience, expertise, information processing styles, and problem-solving approaches among team members.



“ We help organizations  
to change the narrative  
and transform lives ”

**Dr Carlton Brown** – Author of  
The Race Paradox, CSR and Supplier Diversity,  
The Black Entrepreneur Report, Emotional  
Intelligence and Leadership and Principal  
Consultant Aspire, is considered a thought  
leader and advocate for change.

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[www.aspire-consultancy.co.uk](http://www.aspire-consultancy.co.uk)  
[carlton.brown@aspire-consultancy.com](mailto:carlton.brown@aspire-consultancy.com)