

at the Forefront – Inclusion & Diversity Approach

[at the Forefront](#) (atF) is a global social justice think tank led by Black women launched in 2017. Our mission is to elevate the voices of Black women in leadership to address the unique challenges our communities experience. Our [Guiding Frameworks](#) in pan Africanism, intersectional feminism, inclusion, community-led strategies, healing, and coalition building underpin all aspects of our work. We use this lens to co-create sustainable change within organizations/communities towards increased inclusiveness for all.

What we look for in our I&D partners:

We are the best consultative support to you if you are ready to invest in inclusion, diversity, and equity, as well as creating a truly inclusive work culture.

- Do you want a truly inclusive work environment?
- Do you want to bring your whole self to work, and for your colleagues to feel comfortable bringing their true selves to the workplace?
- Do you believe that our differences make us valuable?
- Are you ready to make your I&D from corporate policy to daily reality?
- Are you ready to stretch beyond rhetoric and make a real investment to I&D with accountability and resources?

Our Approach to I&D:

1. **We take a holistic approach** to I&D that encompasses deeper understanding of the various self-identities that exist in the world today.
2. **We believe environments thrive when everyone can bring their whole selves to the table.** We acknowledge the unique experiences people carry including race, gender, ethnicity, sexual orientation, ability, socioeconomic status, age, cultural beliefs, and cognitive functioning that coexist in the workplace. atF is well-versed in creating judgement free, safe spaces to hold critical conversations that increase knowledge, understanding and collaboration.
3. **We use a research driven collaborative process** to collect and analyze data to understand the personal experiences of individuals within the organization/community.
4. **We co-create solutions with partners** and develop strategies to respond to challenges through conducting root cause analysis, and holding key informant interviews, and focus group discussions, to map the way forward, continuously measure change, and focus on learning.
5. **We customize our I&D approach based on the clients specific level in development and operationalisation of I&D principles.**
 - Level 1: An I&D strategy needs to be developed
 - Level 2: An I&D strategy exists however needs to be operationalized
 - Level 3: There are challenges executing an existing operational strategy and implementation plan

Who we are:

Within our collective of **expert consultants based in Nairobi, Washington, DC and New York**, we have combined over 40 years of expertise in various aspects of the non-profit sector, as well as experience developing organizational I&D strategies, research and M&E plans, and institutional strategic plans. We possess a deep understanding of unconscious bias, and the nuances of intersectional identities including the experiences of women of color. With strong facilitation, research, and organizational development expertise, we believe that our diversity and participatory approaches will provide critical guidance to your I&D strategy.

Our expertise includes leading development and implementation of I&D strategies, conducting analyses of underrepresented groups including women, and ethnic minorities. We have organized internal staff workshops to identify challenges and co-create solutions with staff including human resources, and senior leadership, to work towards resolving workplace challenges.

Our I&D offer to you:

Research: Design and conduct internal staff targeted assessments to understand perceptions of the workplace culture and explore the level of diversity and inclusivity. Tools may include surveys, key informant interviews, and focus group discussions. Results will be analyzed and synthesized in a comprehensive report and discussed in a presentation.

Facilitate Critical Conversations: Through our participatory approach, we will facilitate critical conversations with your teams. Our objective is to encourage staff, particularly those of minority groups, to share their experiences in the workplace. These conversations will also explore key markers of I&D including hiring, retention, promotion, and overall equity to create organizational benchmarks. We will also use this opportunity to explore ways to increase transparency for your recruitment and promotion processes. Finally, if you have an I&D strategy in place, we will utilize this opportunity to strengthen your I&D strategy to make it action-oriented and part of the organizational culture.

Training: Building knowledge and skills in I&D principles such as understanding I&D across various intersections including diversity within same populations. Training and education on how to create inclusive work environments, from recruitment, retention, promotion and policies and their daily environment.

Empowering Employees: Specific training to employees to understand their rights and provide them with the tools to navigate issues of inequality and advocate for themselves.

Monitoring, Evaluation & Learning: To ensure momentum, we will support you in developing SMART, contextualized indicators to monitor progress towards your organization's I&D benchmarks and develop/establish a culture of iterative learning at your organization.

Contact Us: info@attheforefront.net

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