

A woman with dark hair, wearing a black top and a patterned skirt, is leaning over a laptop. A man with glasses and a beard, wearing a blue shirt, is looking at the laptop screen. They are in a coding environment with multiple monitors displaying code. The background shows other people working in a similar environment.

The human approach to Equality, Diversity and Inclusion

Makerble Human



Neurodiversity



AGE



BAN THE BOX
Ex-offenders



And more...

Are you taking a siloed approach to tackling
Equality, Diversity and Inclusion?



Gender
Pay Gap



LGBTQI+



BAME



These issues are all underpinned by a set of skills



MASTERY



EMPATHY



**EMOTIONAL
AGILITY**



**CROSS
CULTURAL
CAPITAL**



**GROWTH
MINDSET**



LANGUAGE

You use positive action to hire more women, but the men make them feel like they were hired purely for their gender

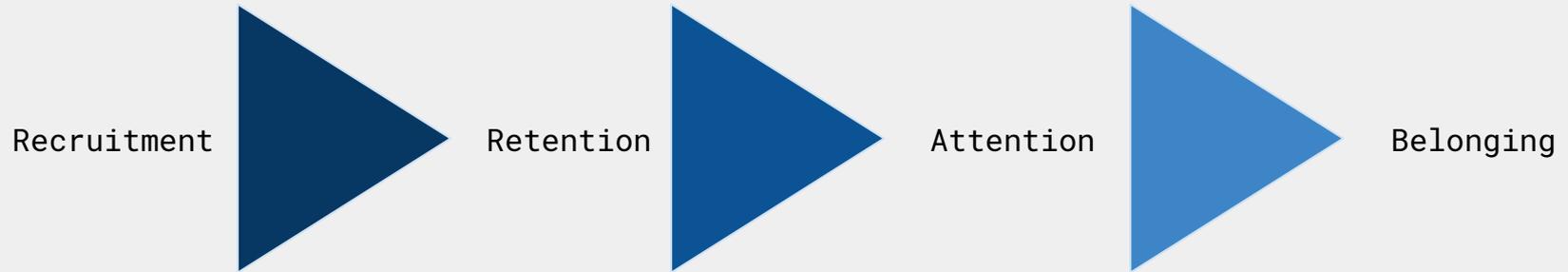
You have Flexible Working so that carers can leave work early, but you organise all your social events in the evening

You implement a Shared Parental Leave policy but fathers are made to feel that taking it, isn't the done thing

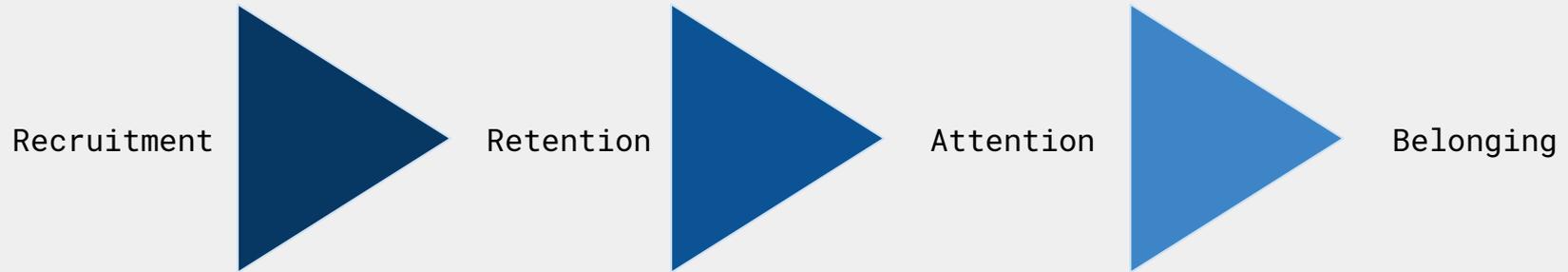
Failing to embed these skills across all staff causes problems throughout the organisation

You use hire more BAME talent but they don't get the same progression opportunities, so they end up leaving

You put blind recruitment in place, but your interviews include small talk that forces people to reveal their sexuality



Embedding these skills creates an inclusive workforce where people feel they belong



Which unlocks the full spectrum of business benefits



Higher Revenue



Attract high calibre talent



Better place to work



Higher Performance



Retain high calibre talent



Insight to attract new customer audiences



Diversity is the mix,
Inclusion is making the
mix work

Andrés Tapia



Inclusion is the destination,
Inclusive Behaviours are
the way we get there

Matt Kepple

Because diversity is wasted if people feel
unwelcoming and unable to perform at their peak

What We Provide

Insight

+

Coordination

+

Suppliers

We enable you to embed these skills

Knowing which skills to
focus on in each
location

Scheduling, invitations,
logistics, attendance,
feedback

Creative approaches,
recommendations and
briefing sessions

Book a call to find out more

<https://app.hubspot.com/meetings/mk11>

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