

**Building
Inclusive
Futures**



Building Inclusive Futures

Building Inclusive Futures Consulting (BIFC) is Blueprint for All's Social Enterprise Consultancy.

A proportion of income arising from the work of the BIF is gifted back to the Blueprint for All in order to continue the vital work to dismantle the artificial barriers which contribute to racism, discrimination and under representation. The guiding principle that underpins all our work is inclusion, social results and systemic change. We are proud to be in a position to support organisations, beginning the process at board level and driven by the senior leadership to achieve their inclusion goals. We enable them to develop the appropriate capacity and competencies to embed these goals.



Our Philosophy

The BIF consultancy is accelerating inclusion within the Corporate and Public sectors, by shifting the needle relating to the dialogue and actions necessary in order to achieve meaningful change in the workplace and beyond. BIF is guided by a set of overarching principles. We utilise these to assess the validity of projects based on two tests;

- 1. That we only take on projects that add value and deliver measurable change**
- 2. We focus on partnering to solve longer term, complex/ intractable/ challenging issues over quick fixes. Understanding unconscious bias may be part of the solution we recommend but if that is the extent of your ambition then there might be others that would be better partners for you.**

BIF is striving to enable our clients to close 'gaps' between different elements in society; be it based on race, culture, class or any other social mobility factors which impede equality in our society.

Through our consultancy work, we not only help organisations to deliver their business objectives but also to create a more inclusive culture.

What Makes Us Different?

Our unique understanding has been enhanced by the response to the death of George Floyd, which has provided us with the opportunity to undertake market research with over 200+ organisations seeking solutions to their own inclusion challenges. In addition to this our track record evidencing delivery of successful inclusion interventions throughout society, provides us with a rich seam of powerful data, which affords us the ability to respond to organisational needs. We are confident in our ability to engage leaders to develop their leadership style, an inclusive culture and the confidence to appropriately challenge the status quo. We are committed to achieving lasting social impact.

Our highly experienced consultants share our values and demonstrate their commitment to the Blueprint for All ethos, by agreeing to our unique fee sharing agreement.

Our Consulting Portfolio Is Underpinned by Our Evidence Based Inclusion Work

- 1 Race Equality & Inclusion Strategies/ Management
- 2 The Blueprint for All Certificate of Inclusion™
- 3 Organisational Development
- 4 Leadership & Talent Management
- 5 Inclusive Board Recruitment & Development
- 6 Inclusive Employee Recruitment, Retention & Development
- 7 Critical Friend Coaching/Mentoring & Forums
- 8 CSR Policy & Strategy
- 9 Communications & Public Interest Research



What We Do At A Glance



First Connection

The first time we connect with any organisation we are happy to discuss at a high level why they connected with us. We usually find that an event or challenge within a business has predicted the initial contact. We use our first call to fact find and share a little about how the Building Inclusive Futures Consultancy fits into the Blueprint for All family and why its unique fee sharing agreement is an important factor for prospective clients to consider when using us.

First Steps



Initial Consultation

Leading by Example is the only way that systemic change can work in an organisation. Before we start any programme of work we believe that talking to the leaders of the organisation is an imperative.

Our approach starts with CEO (or equivalent) early conversation, followed by a full Board discussion. Accelerating inclusion requires change which needs to be embedded in the strategy of the organisation. This ensures that it is an organisation priority, with appropriate funding and resources committed to the change.

- 1:1 Discussion with the CEO or equivalent.

Purpose:

- Fact finding and understanding.
- To find out which areas of the organisations the CEO believes needs the most support or review.

The Board Level Conversation

Leading by Example is the only way that systemic change can work in an organisation. Before we start any programme of work, we believe that talking to the leaders of the organisation is an imperative.

Accelerating inclusion requires the senior leaders to be fully engaged in the inclusion strategy of the organisation. This ensures that it is an organisation priority, with appropriate funding and resources committed to the change.

- Facilitated group discussion with ground rules with facilitation by one of our consultants.

Purpose:

- Fact finding and understanding.
- To find out which areas of the organisation the senior leaders believe to need the most support or change.

What we need from you:

- We will ask you to conduct your own mini self-assesment and to bring your own 'evidence' with summary conclusion.

The Supported Self-Assessment.

A short self-assessment on:

- Policies around inclusion, such as equal opportunity statements.
- Recruitment and retention policies and practices.
- A self-review of your key training programmes.
- Your annual budget, past three years, spent on delivering an inclusive organisation.
- Your progress on inclusion over the past ten years.
- Your own sense of how impactful your organisation has been at creating an inclusive environment.

Our aim is to provide a safe space to discuss the challenges within the organisation and the environment in which it operates. It helps us to discover 'Where you are right now'.

How Do You Measure Up?

Our contribution to this discussion is by bringing insights from our own experiences and evidence from 'better in class' organisations, to date;

- We have not found an exemplar organisation.
- We have found some good practices in many organisations.
- We can share what doesn't and what could work.
- We can work with you to shape a programme of change that moves at an accelerated pace that you are comfortable with.

Critical Friend Coaching/ Mentoring

Sometimes our clients need to talk through their thoughts, concerns and ideas before embarking on the work they need to do. Some organisations often feel that they need a trusted advisor to help them navigate a particular limiter or blocker to a process. Our Critical Friend Coaching fills the gap in support for your organisation.

We also provide 1:1 coaching for individuals, working with our team of ILM accredited coaches, who can set up and facilitate coaching circles. We can also provide training and support to help you introduce coaching styles into day-to-day leadership and management practice within your organisation. People who have worked with us report developing increased confidence and developing new skills and approaches to tackling challenges.

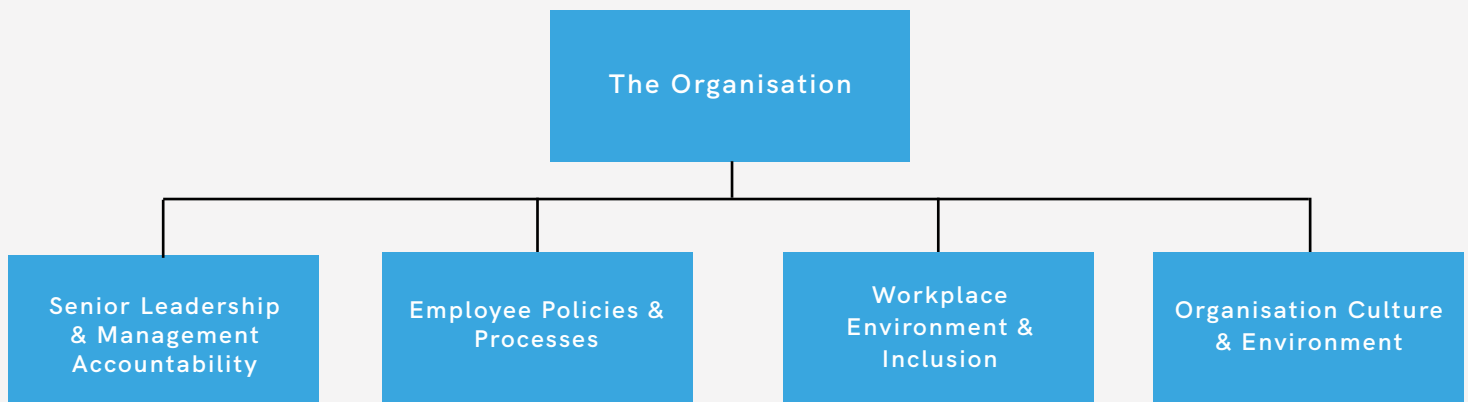
CRITICAL FRIEND COACHING

Initial Consultation	Initial Conversation to arrange meeting with CEO/Board and provision of self assessment
Board Level Conversation	Facilitated meeting/ Coaching
Self Supported Assesment	Mini audit 'where are you now?'
Full Building Inclusive Futures Audit	Bespoke Organisational Audit
Review	Detailed review and feedback, with suggested solutions
Collaborative Corrections	Support and instruction and advice from consultants and psychologists
Ongoing Support	Continued support and interventions
100 day review	Ensuring longevity of solutions and organisational change
The Blueprint for All Certificate of Inclusion™	Ensuring continued work to Building an Inclusive Future in the workplace

Full Building Inclusive Futures Audit

We ask all clients to undertake a complete audit of their organisation through a lens of inclusion. A full audit of processes, polices, and procedure usually takes between 1-2 days, this is however dependent on the stage of growth an organisation is in.

Our Audit covers:



Each of these 4 pillars represent the areas where our audit begins, behind each tenet lies a list of 5-20 specific questions about your organisation. We focus our audit on the areas of an organisation where change is affected and can be accelerated.

Review

Once we have completed our audit, we analyse the findings, comparing your outcomes to peer organisations and against our own barometer of best practice. We provide you with a full written report on our finding with indications of exclusivity in practice and processes.

The aim of the review is to provide your organisation with signposting to Building an Inclusive Future for your organisation.

Collaborative Corrections

Collaborative corrections are a suite of interventions that we can offer your organisation after the review stage. You may wish to use our consultancy to facilitate our suggested corrections. Corrections fall under the tenets of our Audit Pillars, some examples of corrections such as:

- Flexing policies and processes
- Introduction of inclusion policies and processes
- Inclusive Internal and external communications
- Coaching and Mentoring
- Creating Employee Networks
- Unconscious bias education

On Going Support

When embarking on business behavioural change, we often find that one team is 'left holding the baby', that once the dust has settled the energy and focus begins to dissipate. It is at this point that we offer our on-going support. This can take many forms such as supporting the team with weekly monitoring calls to monthly reviewing of actions. This allows our clients an emergent package of support, as and when they or we feel they may require it.



100 Day Review

The aim of our 100-day review is to focus the energy of an organisation who may have been impatient for change to make the change in a timely and controlled manner. The 100-day review concentrates the organisation to act on what they have stated they want to change. The review ensures senior management accountability, also offering the organisation a period of short reflection before embarking on its next actions for change. Reviewing the outcomes of any change is a important and advisable step on the journey for change.

The Blueprint for All Certificate of Inclusion™

The Blueprint for All Certificate will be awarded to organisations able to demonstrate their continued and ongoing commitment to systemic change and inclusion in the workplace environment to gain accreditation, a client organisation needs to be able to demonstrate the cultural competency of their organisation and its ability to change its policies and processes to increase inclusion. Certification is awarded at the end of the post BIF audit review.

Credentials and works



The Arts Council; Review and design new policies



Welsh National Opera; Long-term inclusion consulting.
Revision of policies and board level support



Crest Nicholson; Understanding the impact of inclusion



Metropolitan Police Service; Direct Entry Chief Superintendent Programme & recruitment engagement



Secret Intelligence Service; Attraction of diverse talent and creating inclusive recruitment process