SyncD
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Diversity, Equity, Inclusion

Consultancy

DEI @ SyncD

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Alicia Richardson leads our diversity, equity, and inclusion practice. Alicia has 5 years' diverse hiring experience, and 2 years 'workshop facilitation and public speaking experience. She has worked with businesses across a range of industries including tech, creative, marketing, and fashion with companies including Spotify, Depop, Analog Folk, Media Cause and Looping Group.

Alicia has experience in building her own communities, had founded a diverse job board and has created and executed diverse hiring strategies including diverse candidate attraction, retention, and inclusive hiring.

Our DEI Consultancy function:

- Educate your employees on inclusive hiring practices and behaviours to retain diverse talent
- Gives your leadership and talent team ongoing support with ad-hoc DEI talent queries
- Gives you insight into what improvements your company can make for both long and short-term impact by carrying out an audit that acts as a platform for a bespoke consulting package
- Supports you with creating and managing data to build long term DEI talent strategies

DEI Consultancy Services

This consultancy service is led by Alicia Richardson, our Lead DEI Consultant. This service comprises of ongoing consultancy and typically follows a SyncD DEI Audit and/or learning program. The purpose of this service is to support our clients with implementing their DEI strategy and initiatives.

Our consultancy services are bespoke to the needs of our clients, but typically consist of:

1. Fortnightly meeting with Talent team to support DEI hiring activity
2. Monthly meetings with HR and leadership to support DEI employee challenges
3. Support execution of DEI Talent strategy, review ongoing work
4. Project manage DEI initiatives and delivery
5. Monthly 'Open door' (1-hour drop-in session for anyone in the business the raise any concerns regarding DEI

Alicia Richardson
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Thank you