

# Diversity Scotland:



Founded by Tony McCaffery in 2018, Diversity Scotland is the result of a lifetime of experience striving for inclusion and a sense of belonging, following a 25-year-long career in people and talent underpinned by a focus on equity, inclusion and belonging.

Diversity Scotland works with leaders from the business and voluntary sectors, and with HR teams and recruiters, to provide access to the latest thinking and industry-leading expertise on the removal of barriers to inclusion and the creation of diverse workplaces and communities where everyone can be their authentic selves.

At Diversity Scotland they take a tailored and focused approach to meet the Diversity, Equity and Inclusion (DEI) objectives of each individual client and their respective organisations. Their consulting ethos ensures that interventions are focused on delivering impact and return on investment for all the organisations they work with. Accordingly, success will look different for each client which can be a challenge for organisations that are expecting an overnight solution to a deep and at times complex, culture shift.

Core services include DEI learning workshops and speaking engagements, workplace inclusion surveys, and inclusive recruitment support.

