

Justice, Diversity, Equity and Inclusion

At Realise Change, we believe that no workplace should exist without justice, equity, diversity, and inclusion. Our purpose is to empower bold leaders to unlock the regenerative power of business. We know this work must begin with us, by ensuring our own practices reflect the values of fairness, dignity, and belonging for all.

Our Commitment

We are committed to creating a business culture and community that:

- **Prioritises Justice:** We recognise the systemic barriers faced by historically excluded groups and actively work to see, hear and understand these groups in the way we work, advise, and collaborate.
- **Advances Equity:** We ensure our services, partnerships, and opportunities are accessible, inclusive, and designed to empower diverse entrepreneurs and small business leaders. We strive for fairness in every decision we make, from pricing models to community partnerships.
- **Celebrates Diversity:** We welcome and value different perspectives, lived experiences, and identities. Diversity strengthens innovation, resilience, and impact which is fundamental to regenerative business.
- **Fosters Inclusion:** Everyone is welcome. We strive to create spaces where all individuals feel safe, heard, and empowered to thrive. Inclusion for us means active participation, not passive acceptance.

Guiding Principles

Our JEDI approach is rooted in the following principles of purpose-driven and regenerative business:

People and Planet at the Centre

Decisions are guided not just by profit, but by the well-being of people and the health of our ecosystems. We strive to include the impact of all of our stakeholders when making major decisions.

Transparency and Accountability: We hold ourselves accountable for our actions, and adapt our practices based on learning and feedback.

Continuous Learning : We are committed to ongoing education, listening, and unlearning, knowing that JEDI work is not a destination but a continual practice.

Our Actions

At Realise Change, we:

- Actively seek to partner with women-led, Indigenous, Black, and equity-deserving entrepreneurs and businesses.
- Ensure our services remain accessible as possible through flexible pricing, pro bono hours, and mentoring for founders facing systemic barriers when possible to do so.
- Apply inclusive hiring and collaboration practices when engaging contractors, suppliers, or volunteers.
- Integrate JEDI principles into every engagement, ensuring our clients embed these values into their own governance, people, and practices.