



FRIEND MEMBERSHIP

WHO WE ARE

PILAA (Pre-Image Learning and Action) deliver equality, diversity, and inclusion training within organisations. We create meaningful change through Training & Education / Interactive Workshops / Team Building / Creative Campaigns / Ongoing Professional Development.

We have strong research backgrounds – We are creatives – We are past and present educators – We are active in the advancement of our field. We regularly promote our field on TV, radio and exhibitions. We publish extensively and are acclaimed engaging speakers.

From unconscious bias training, anti-racism/structural racism training, disability awareness, LGBTQ+ inclusive welcomes, effective leadership and mentoring, to an equality, diversity and inclusion agenda, we give you the tools to thrive on your journey to inclusivity.



WHO WE WORK WITH



The Courtauld



Sotheby's
INSTITUTE OF ART



the Whitworth



ACME



MENZIES
BRIGHTER THINKING



ing.

UNIVERSITY OF
WESTMINSTER



Letchworth
Garden City
Heritage Foundation

TESTIMONIALS

Thank you once again for an outstanding session yesterday. I have had universally positive feedback, including the comment 'I could listen to her forever!' I really enjoyed it myself and felt that the choice of examples, case studies, and clips were incredibly impactful and at the same time wide ranging. The one that I found most interesting and challenging, was the piece on white fragility by Robin DiAngelo. I was also struck by how happy our group was to engage with each other in the context of the session.

DIRECTOR, SOTHEBY'S INSTITUTE OF ART

"I just wanted to drop you both a note to thank you for another energising session yesterday. It was everything I love to have in great training; thought provoking, challenging, reflective, and fun, and including both theory and insights from your personal experiences. It was really good to hear the team talking and giving their thoughts, and I was touched to hear voices from some colleagues who rarely put themselves forward to speak in full team meetings, too."

STAFF MEMBER, BUSINESS DISABILITY FORUM





Gain access to a wealth of material, ongoing support, up to date expert led thinking and discounted rates on many of our services by becoming a **PILAA** Friend.



Membership Tiers

We have two tiers of membership:

LEAN ON ME / FIERCELY LOYAL

Depending on the tier you choose, members will gain access to a constantly evolving suite of training and support material, workplace articles, resource guides and our yearly webinar series.

Depending on which membership you choose, a number of free spaces will be allocated for organisations to attend our webinars.

Each membership package also includes our invaluable monthly newsletter, which includes hints and tips, guidance on workplace issues, accessibility and wellbeing insights and more.

Lean On Me

£5,000 annual subscription



This membership is a light touch for clients who may not need that continuous point of contact.

We will sign post you to key awareness, cultural and religious dates through our monthly newsletter. You will never have to miss key campaigns again and can plan for them using our information.

You'll get access to our 'Press to Workplace' newsletter articles, which can be used for further learning and support.

On top of that, you will gain free access to resources, including our 'Accessibility, Wellbeing and Advocacy in the Workplace', YouTube videos on a range of topics like 'dementia', 'audio description', 'alopecia', Tourette's syndrome' and more.

Finally, you will be allocated free places on our monthly webinar workshop series, on themes including 'anti-racism', 'unconscious bias', 'bystander training', 'disability 101' and more .

Fiercely Loyal

£11,000 annual subscription



Holding your hand on your EDI journey, this membership is for organisations who don't have an EDI Lead, or who may want to partially outsource their EDI.

As a one stop shop, it comes with everything included in the Lean on Me membership, as well as 1 day of direct EDI expert support, every month. Call us, email us, tell us about your challenges and we will give you expert advice. Or even get us to sit in on your team meetings as extra support. We will be that critical friend in your times of need, all year round.

We will also set a yearly Leadership programme for your Senior Management Team to go on, to support them in becoming the best inclusive leaders of today. In addition, you will be allocated 10 free places on our monthly webinar series.

You'll get access to a number of resource guides a year on key themes that every organisation should be addressing, or you can tailor them to a subject of your choosing e.g. 'inclusive welcome for campus security', 'diversifying recruitment'.



From having conversations about how to manage an EDI related situation, thinking through the best ways to support your teams with training, or if you need help with planning your EDI strategy for the coming year, we will be there at the drop of a hat.

Every month Fiercely Loyal members receive '1 day (8.5hrs) of direct expert support'. Whether by phone, online video or email, no matter what your needs are, we will be there to guide you and offer invaluable advice when you need it.

So leave your troubles with us, and along with our other membership resources, we will guide you on what you can be doing year in and year out on your EDI journey.

Direct Expert Support



Fiercely Loyal members receive three resource guides a year, on a specific key theme that we know our clients need support and guidance on.

From understanding the pros and cons of using 'lived experience' as a criteria within recruitment or from unpacking the challenges of diversifying your teams, beyond the surface of difference(s), then these companion guides are for you.

Further, members can use their resource guide allocation, to get us to write on a topic of your choosing, that will be beneficial for your teams i.e. 'how to report and raise issues at work.'

PILAA has published authors and expert thinkers in the EDI space. We offer our thoughts in provocative, yet inspiring ways, in supporting you in becoming the inclusive leaders of tomorrow, through learning and action.

Resource Guide



Every month there will be at least 2 webinars (interactive workshops) on themes pre-empting our clients needs, as well as current affair topics as they relate to the workplace.

Our “How to diversify...” and “What is Lived Experience...?” series, are two of our many groups of provocative topics we cover.

On top of our workshops based on EDI and themes covering the 9 protected characteristics, we also have current and topical subjects, such as ‘self-censorship & facilitating difficult dialogues,’ or “It’s Only a Bit of Banter... Or is it?”

Our open forums which we also hold throughout the year, bring clients together to discuss key topics and challenges in the workplace.

Webinars



For our Fiercely Loyal friends, 2 to 3 times a year we will offer Leadership training, to meet the needs of your Senior Management Team.

In our programme, we will look behind the philosophy of leadership in order to help your Senior Management Team embody the necessary skillset and behavioural competencies, to become effective leaders.

Leadership Course For Senior Management



Our monthly newsletter is a great way for us to keep in touch with all of our friends, where we can signpost you to useful tips & advice, training updates and event news.

Whether it's about preparing your organisation to action how to best support staff over Ramadan, Mental Health Awareness Week or even in planning your response to International Women's Day, (and the less talked about International Men's day), we will signpost information in our monthly communications.

In addition, you gain access to our 'Press to Workplace' articles, which look at current news stories for what they can teach us about the workplace.

Also, gain free access to our 'Accessibility, Wellbeing and Advocacy in the Workplace', YouTube videos on a range of topics e.g. 'dementia', 'audio description'. We answer your questions and give best practice advice on how you can support your people and organisation.

Newsletter

FRIENDS MEMBERSHIP TIERS

BENEFITS	LEAN ON ME	FIERCELY LOYAL
ANNUAL SUBSCRIPTION	£5,000	£11,000
MONTHLY NEWSLETTER	✓	✓
MONTHLY WEBINARS	✓	✓
MONTHLY PRESS TO WORKPLACE ARTICLE	✓	✓
ACCESSIBILITY, WELLBEING & ADVOCACY IN THE WORKPLACE MONTHLY VIDEOS	✓	✓
RESOURCE GUIDES	✗	✓
DIRECT EXPERT SUPPORT	✗	✓
LEADERSHIP COURSE FOR SENIOR MANAGEMENT	✗	✓

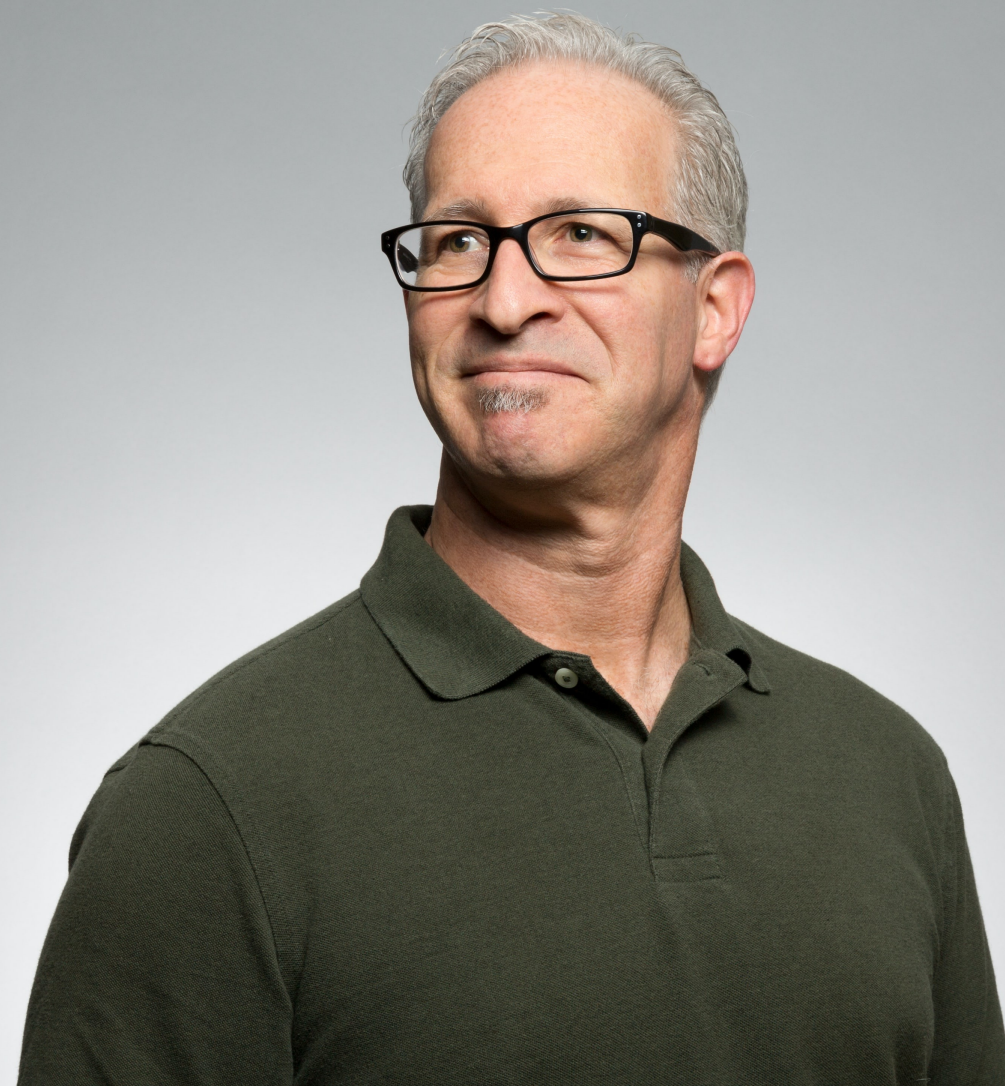


Please be
our friend
and join
today

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THANK YOU