



INCLUDABILITY ACADEMY

JEDI Inclusion Toolkit

Intent in, evidence out.

A guided Justice, Equity, Diversity and Inclusion toolkit that leaves you holding the proof. Right for any employer. Built for B Corps.



Most organisations already know what good inclusion looks like.

What they don't have is a structure for the work: what to do first, what each piece produces, and where the proof sits when a board, a client or B Lab asks for it. The JEDI Inclusion Toolkit gives you that structure, and every module ends with something you can show.

What it is

- ↳ Thirteen modules on the Includability Academy, self-paced and taken in any order
- ↳ Plain English guidance, short videos, blank templates and worked examples
- ↳ Each module tells you what you'll finish with, and which B Corp criteria it supports
- ↳ No write-up at the end. Your plans, policies and data are the outputs and the evidence

Who it's for

- ↳ People, HR, inclusion and culture teams who do the work
- ↳ Leaders and boards who answer for it
- ↳ If you're a B Corp, or working towards it, whoever owns your B Impact Assessment

How it works: four steps, in any order

- 1 Find out where you stand.**
Your workforce data, and honest feedback from the people in it.
- 2 Decide what to do.**
Pick the actions you can deliver, set priorities, name owners and write the plan.
- 3 Do the work.**
Learning, leadership, communication, policy, hiring and talent, written for whoever does it.
- 4 Show what changed.**
Check the impact, track progress against the plan and report it.

Built for B Corps

B Lab Standards V2 made Justice, Equity, Diversity and Inclusion a requirement every B Corp has to meet. Every module is mapped to its criteria at V2.2.

- ↳ **JEDI1, collect your data.** JEDI1.1 applies from Small companies upwards. JEDI1.2 adds a second social identity for Large companies and above at Years 3 and 5
- ↳ **JEDI2, choose your actions.** Nineteen actions in three sets: Foundation (2.a to 2.e), Within the workplace (2.f to 2.l) and Beyond the workplace (2.m to 2.s). How many you need depends on your size and certification year
- ↳ **Actions outside the modules**, such as supplier diversity, go through your action plan.
Includability does not certify, accredit or assess. B Lab certifies. We support the work behind it.

The thirteen modules

Four are free. Buy the others one at a time, or take the whole toolkit and save.

MODULE, AND WHAT IT SUPPORTS	SECTIONS INSIDE	WHAT YOU FINISH WITH	PRICE
Start here			
The B Corp JEDI Knowledge Hub Background reading	B Lab's own JEDI material and the Impact Topics next to it, in one free reference library	One place to check what B Lab actually says	Free
Justice, Equity, Diversity and Inclusion and B Corp V2 Orientation, JEDI1 and JEDI2	What each of the four words asks of an employer, how V2 works, JEDI1 and JEDI2 explained	A shared starting point for your team and leaders	Free
1. Find out where you stand			
Self-ID Surveys Workforce data, JEDI1.1, JEDI1.2	Survey questions, data protection and consent, collecting and reporting, a discussion route for small teams	A survey your people will answer, and board-ready workforce data	Free
Making Sense of Your Data Workforce data, JEDI1.1, JEDI1.2, and feeds Fair Work	What to collect, underrepresentation, intersectionality, Census 2021 benchmarks, Board reporting, wage gap	A data approach and a Board report	£100
Gathering Worker and Stakeholder Feedback Worker voice, JEDI1.1, JEDI2.f	Feedback methods, employee resource groups, inclusion working groups, terms of reference, closing the loop	A stakeholder map, terms of reference and a close the loop record	£100
2. Decide what to do			
Creating and Implementing a JEDI Action Plan Your plan, JEDI2.1 to JEDI2.6	Using data and feedback to set priorities and owners, tracking progress and impact, reporting it	A working action plan with owners, dates and progress	£300
3. Do the work			
Supporting Learning Management Leadership learning, JEDI2.b	Training needs analysis, a training tracker, follow-up and refresher sessions	A training needs analysis and a record of who completed what	Free
Inclusive Leadership Leadership, JEDI2.a, JEDI2.b	Leadership Team Tools (maturity matrix, commitments, board good practice), Building Inclusive Cultures, Practical Tools and Skills	A maturity position, a commitments statement and a KPI scorecard	£300
Inclusive Communications and Accessible Events Communication, JEDI2.i, 2.l, 2.m, 2.n, 2.p	An inclusive communications guide, internal and external good practice, inclusive and accessible events	A communications policy and working checklists	£100
Reviewing and Updating Policies With a JEDI Lens Policy review, JEDI2.c	The policies to have in place, reviewing them with a JEDI lens, where the legislation sits	A policy review record	£100
Inclusive Hiring, Onboarding and Induction Inclusive hiring, JEDI2.g	Attraction and job adverts, applications, selection methods, feedback to candidates, onboarding and induction	Inclusive adverts, a selection approach and onboarding checklists	£300
Talent Pooling and Pipelines Mentoring and sponsorship, JEDI2.h	Scoring critical roles, mapping skills, talent pools and pipelines, mentoring and sponsorship	Scored critical roles, a skills map and a pipeline	£300
4. Show what changed			
Creating Inclusion Assessments Equity audit, JEDI2.e. Usually done with a third party	What the equity audit asks for, what a third party typically asks for, getting the evidence together, a review template for policies, projects and events	Your evidence gathered and ready for whoever carries out the audit, and a clear idea of what they'll ask for	£300

What it costs

The full toolkit

£999 + VAT

All thirteen modules. Bought one at a time, the full-priced modules are valued at £1,900. Buy them all at once and save.

Committed Employer rate

£650 + VAT

The member rate for the full toolkit. Same modules, same access.

Single modules

Free to £300 + VAT

Four modules are free. Buy the others as you need them.

Self-ID Survey, Option two

£2,500 + VAT

Optional, alongside the toolkit. We build and run your survey, then give you structured analysis and a headline summary report. For organisations of up to 250 people.

Know where your gaps are?

Go straight to the module that closes them. There's no need to start at the beginning, and you only pay for what you use if you buy modules one at a time.

Get started

Find the toolkit at incademy.co.uk/program/jedi-toolkit-v1

Talk to our team at hello@includability.co.uk



Not sure where to start?

Start with a Cultural Roadmap. Its JEDI Gap Analysis shows where you already stand, so you can go straight to the modules you need.

The Roadmap shows the gaps. The toolkit closes them and produces the evidence.

Includability supports organisations such as

Danone UK and Ireland	Liverpool FC	Forestry Commission	Tyler Grange	Cook Trading Ltd	The Gym Group
CGI	Holland & Barrett	PayCaptain	Shepherds Friendly	American Golf	Switch The Play
Voltempo	Peak PEO	Lucky Saint	First Wealth	iQ Students	Montagu Evans

Across enterprise, mid-market and growing organisations.

Includability | B Corp is a UK B Corp workplace culture business. We partner with organisations to build inclusive, diverse, mentally healthy, evidence-based workplace cultures, and we do that by developing Cultural Roadmaps. The Includability Collective Limited, company number 16547126. Introductory 2026 pricing. Prices exclude VAT and are subject to change.