

**Skin
Deep**
SET THE TONE

The 
Diversity Trust
Influencing Social Change

Partnership Impacts

Skin Deep x The Diversity Trust

8th February 2021 - 8th February 2022



Celebrate your skin



Designed and developed
by S E Black

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**LAURA BROADBENT,
MARKETING MANAGER FOR
SKIN DEEP**

Laura's career is built around consumer insight. Driven by the psychology of human motivation, she draws upon her experience in sales, marketing, and category management to anticipate and satisfy the everyday needs and desires of consumers.

To date, Laura's work has been in the sphere of retail FMCG (fast-moving consumer goods), helping her to develop a deep understanding of the sector. Her experience has allowed her to explore not only the future of retail and retail products, but also the here and now of product design and development.

This grounded perspective inspired and led to the development of Skin Deep. Laura's dedication to leveraging her skills and position underpins her drive to push for better representation in retail.

As an active ally, she believes that products and retailers must perform better at reflecting the diverse communities they serve; everyone should feel considered in essential healthcare products.

**“A plaster fixture,
until now, is a sea of
beige and this really
needs to change!”**

“The Diversity Trust has been our partner of choice since the inception of Skin Deep, so I am thrilled with how our partnership has evolved in it's first year. It's such an honour for us to work collaboratively on bringing about positive social change; we have some exciting initiatives planned.

Skin Deep is much more than the products you see on the shelf; it exists to raise self-esteem and the feeling of being represented as a member of society, and we see this in the reactions of those who discover our products.

Our partnership with The Diversity Trust reinforces our message of celebrating difference – a message in need of support now more than ever.”

BERKELEY WILDE, AWARD-WINNING FOUNDER & EXECUTIVE DIRECTOR OF THE DIVERSITY TRUST



Berkeley is the founder and Executive Director of the Diversity Trust. He's been working as an Equality, Diversity, Equity and Inclusion consultant, researcher and trainer for nearly three decades, and is passionate about community cohesion and community development, empowerment and leadership, as well as social change.

With a background working in health inequalities, mental health, substance misuse, domestic violence and abuse and youth work, Berkeley has worked with charities including Mind, Relate and the Terrence Higgins Trust. He's led a research project into access to primary care services for the Department of Health, and worked on projects for the Home Office. He has worked internationally with non-governmental organisations based in Brussels, with the European Union and European Parliament, on tackling health inequalities.

Berkeley works as a strategic partner with hate crime victim support services in Bath and North East Somerset, Bristol, North Somerset, Somerset and South Gloucestershire with Stand Against Racism and Inequality (SARI). He has also worked with Next Link, Missing Link, Safe Link and Safe Lives on improving access to domestic violence and abuse services. He has supported the

substance misuse sector in developing equality, diversity and inclusion solutions with substance misuse services, including the development of an Equality Standard, and written research reports which influenced Health and Wellbeing Strategies and Joint Strategic Needs Assessments.

"I want to say a huge thanks to Skin Deep for the opportunity to collaborate together on some really exciting projects. The investment, which Skin Deep are making, will mean that more voices of those often less well heard are amplified and celebrated. We are really excited about the collaboration with Skin Deep.

We look forward to increasing our collective voice and influence especially for people from under-represented and often marginalised communities. We share a real passion for making visible the often invisible and less well heard in society, and believe we can achieve so much more working together to affect real lasting change."

Match your



tone

Skin Deep

SET THE TONE

A photograph of five diverse hands raised together against a grey background. From left to right: a white hand with a black watch and a blue plaid shirt cuff; a light-skinned hand with a thin gold bracelet; a dark-skinned hand with multiple colorful beaded bracelets; a light-skinned hand; and a dark-skinned hand. The fifth hand on the right is heavily tattooed with colorful designs, including a banner that says 'WORLD' and 'HELLO'.

Let's set the tone together

The 
Diversity Trust
Influencing Social Change

INTRODUCTION

Our partnership began in December 2020, during a period when everything felt uncertain and disconnected. We witnessed the resurgence of inequalities that have been operating in our society for decades, and suddenly everyone was talking about them. The barriers and experiences exposed during the first year of the pandemic weren't new, but they felt raw because of the harsh light COVID-19 shone on all of us. We still have a lot of work to do.

But we've also come a long way.

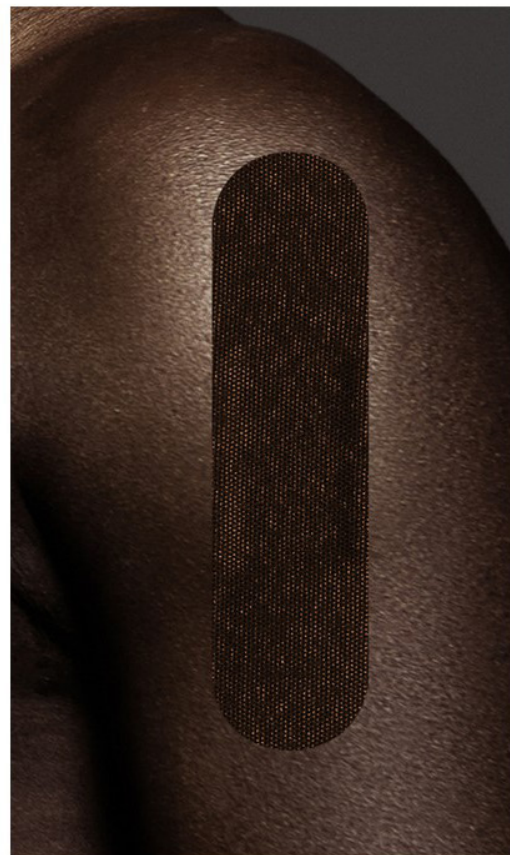
In the course of Skin Deep and The Diversity Trust working together, we've discovered the power of collaboration, the impact of striving for positive social change, and the necessity of actively being anti-racist.

Our accomplishments in the first year are the beginning of a vital journey. The simple act of offering everyday healthcare products in a range of different skin tones to make inclusivity commonplace in the market, is a significant step in the right direction.

The learning we've experienced in the past year will inform the year to come, and we're excited to move forward into bigger projects.

Our goals are ambitious and focused, with a view to develop new, global connections, but also to solidify our existing relationships and celebrate them.

This is how we create a better and fairer future for all people: together.



A SHARED VISION



When working in partnership, shared values can transform the relationship and the work that emerges from it. Having mutual beliefs and aspirations models the change that we wish to create in the world around us; the more we work together to recognise and build our ideals, the greater our impact and the more successful we are at breaking down inequalities.

Skin Deep and The Diversity Trust have not only brought values together in the first year of partnership but also developed meaningful principles in the act of working together:



“THE PARTNERSHIP INVESTMENT IN THE
PODCAST SERIES HAS ENABLED US TO HAVE



AN INCREASED UNDERSTANDING OF ALLYSHIP
AND THE POSITIVE IMPACTS IT CAN HAVE.”

BERKELEY WILDE

BE BRAVE ENOUGH

TO START A

CONVERSATION

THAT MATTERS.

#CelebrateDifference #SkinDeep



YEAR ONE

FEBRUARY 2021 - FEBRUARY 2022

February 2021

Partnership announced to the public and external bodies; commencement of monthly partnership meetings

March 2021

New packaging developed, incorporating The Diversity Trust logo

July 2021

The Diversity Trust delivers a virtual webinar to TSL employees on Equality, Diversity, and Inclusion

September 2021

The first sponsored episode of the Allyship podcast series is released; Skin Deep partners attend The Diversity Trust's virtual Annual General Meeting

November 2021

The Diversity Trust meets with Skin Deep partners to explore improving recruitment and HR policies

December 2021

Skin Deep donates 10% of profits totalling £2,642.57, to The Diversity Trust in the first year of partnership

2022...

Collaboration, Development
Community, Creation



SKIN DEEP DONATION

As part of our Collaborative Agreement, Skin Deep donated 10% of their profit from product sales to The Diversity Trust, amounting to £2,642.57 in the first year of partnership.

The donation funded the latest podcast series on Allyship, featuring Dr Howard Haughton, K-Dogg, and Hira Ali. The Trust were also able to support training events and increase their social reach, all contributing to their ability to deliver support services to marginalised groups.

ALLYSHIP CAMPAIGN: PODCASTS

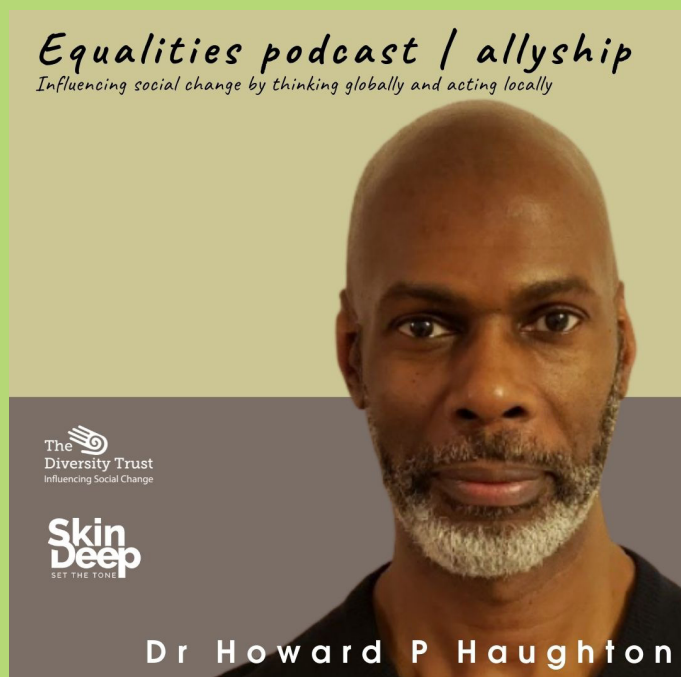
The Diversity Trust developed a series of three podcasts around the theme of Allyship. After investigating appropriate speakers, three people were identified as ideal participants: Dr Howard Haughton, independent consultant and finance and risk management expert; K-Dogg, Bristol-based rap artist and NHS worker; and Hira Ali, CEO of Advancing Your Potential, public speaker, and executive coach.

Once the speakers were confirmed, the Trust

researched their work extensively and prepared questions to guide the interviews. Specialists within The Diversity Trust and our long-term trusted partner, Stand Against Racism and Inequality (SARI), were contacted and organised to act as interviewers.

Speakers were briefed on the podcasts, with the sessions recorded and edited in-house. The majority of the visual assets and branding materials for the release of the episodes were developed within the Trust, with support from Laura Broadbent of Skin Deep.

The episodes were then hosted on The Diversity Trust's SoundCloud platform, and shared by their other partners, Be the Difference Services and dDigital, to a combined LinkedIn audience of approximately 11k followers, amplifying the messages within the podcasts.



Howard runs a boutique financial risk management consultancy in the UK and, for several years, has been a visiting senior research fellow at King's College London, specialising in computational finance. He has built an international reputation in the fields of mathematics, computer science and has held senior positions in large financial institutions.

Howard holds a PhD in mathematical computer science from Wolverhampton University, Masters qualifications from the Universities of York and Oxford and an undergraduate degree

from Teesside University. His research covers leadership, corporate governance and diversity and inclusion. In this respect he has developed a framework for achieving inclusive leadership, maintaining wellbeing, and empowering staff, as detailed in his book, Woken Leader.

Musician, Katungua Tjitendero, known as K-Dogg, is a rap artist, keen footballer and NHS worker.

In July 2020, K-Dogg was walking to the bus stop on the way to football – after a shift at Southmead Hospital where he works – and a car mounted the pavement, pinning him to a wall. Two men shouted racist abuse at him, before running from the scene.

A year and a half has passed since this incident, highlighted by the police as a deliberate, racially aggravated attack. Detailed forensic work has been undertaken, with over 30 witness statements taken, but justice has not yet been served.

In his podcast episode, K-Dogg talks about the horrific racist incident that he experienced, and the Diversity Trust investigates the role of allyship as a tool to fight racism.



Passionate about empowering women and ethnic minorities at workplaces, Hira is an empathetic leader and published author. Her most recent book, Her Way to the Top, examines the challenges and barriers women face on their road to professional success.

CEO of Advancing Your Potential, she works as a multi-faceted career coach, trainer and recognised leader and advocate in the diversity and inclusion space.

She is an Associate Certified Coach, accredited by the International Coaching Federation, a professional member of the Association for Neuro Linguistic Programming, the Managing Director of International Women Empowerment Events, Founding Director of Career Excel, and Co-Founder of The Grey Area.



PARTNERSHIP IN PRACTICE: OUR PODCAST INTERVIEWERS



podcast interviewer



**Mark
Greenburgh**

*Chair -
The Diversity Trust*

EPISODE:

DR HOWARD P HAUGHTON

Mark is the Chair of the Diversity Trust, a solicitor and Higher Rights Advocate. Having spent many years as an Employment Partner at an international law firm, he founded his own practice in 2018, specialising in employment law, ethics and equalities.

Mark has spent much of his career working in and around the public and third sector. This included 8 years with a county council and 12 years as Head of Public Sector, where he managed the client

relationships for Central and Local Government, Housing Associations, Universities and Social Care providers.

Mark is committed to diversity and inclusion; he has been a diversity partner and a diversity role model. As a Liveryman of the City of London Solicitors' Livery Company, he supports their Education and Inclusion initiatives including their apprenticeship and social inclusion initiatives.

He is involved in LGBTQ+ initiatives and networks and represented the claimant in one of the first claims brought under the Sexual Orientation Regulations in 2002.

Alex Raikes MBE

Director-
Stand Against Racism
& Inequality (SARI)



EPISODE:

K-DOGG

Alex Raikes, MBE DL (Hon LLD) is the strategic director of SARI – Stand Against Racism and Inequality – a long term partner and collaborator with the Diversity Trust.

Alex became Strategic Director of SARI, a leading regional hate crime charity, in 2014. She originally joined SARI, as their first caseworker over 30 years ago, in 1991.

In 2009, she was awarded an MBE, for her contribution to race relations, and then more recently, an Honorary Doctor of Laws by the University of West of England.

In 2021, Alex was made Deputy Lieutenant,

Bristol, to support Lord Lieutenant Peaches Golding, OBE.

Of dual heritage herself, Alex has first hand experience of racism, not an attack, but certainly Alex and her family went through a lot, which is what motivated her to work in this space.

Alex works tirelessly, as one of the driving forces in SARI for tackling racism and hate crime in every way she can, and making sure SARI does everything it can as a charity.

SARI also help to ensure a best practice response by agencies, and do whatever they can, whenever there is a conflict between different communities to minimise that conflict and to try and build relations. They do everything they can to get people in communities safe, and to achieve security for all.



Agnese Cigliano

*Race & Bias Consultant -
The Diversity Trust*

EPISODE:

HIRA ALI

Agnese is a lawyer working in stakeholders representation in the South of England. Passionate about global justice, equality and sustainable development, she has been part of several advocacy projects and campaigns as well as taking part in a number of assemblies and negotiations at international level, including consultations organised in coordination with the UNDP, the ASEM and the UNESCO.

Her strong commitment to equality, diversity and inclusion grew with her experience in policy, as

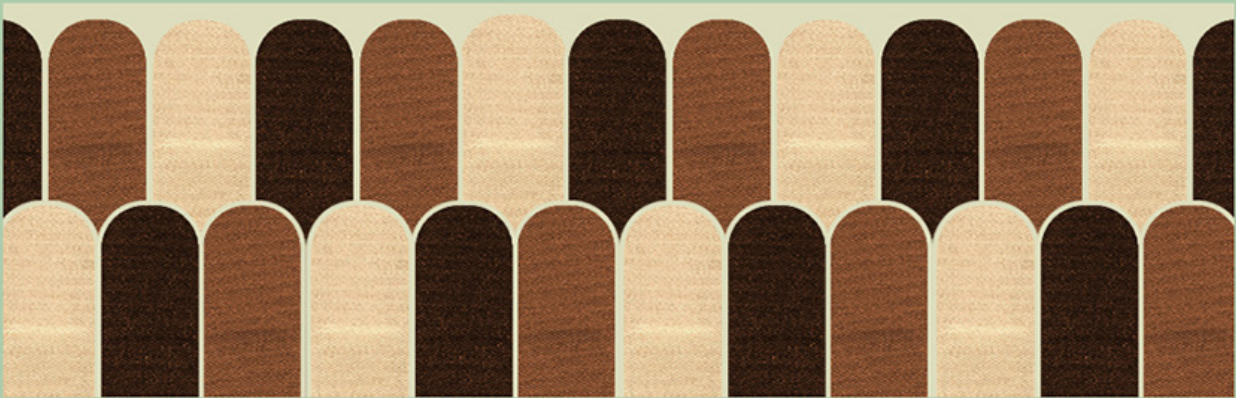
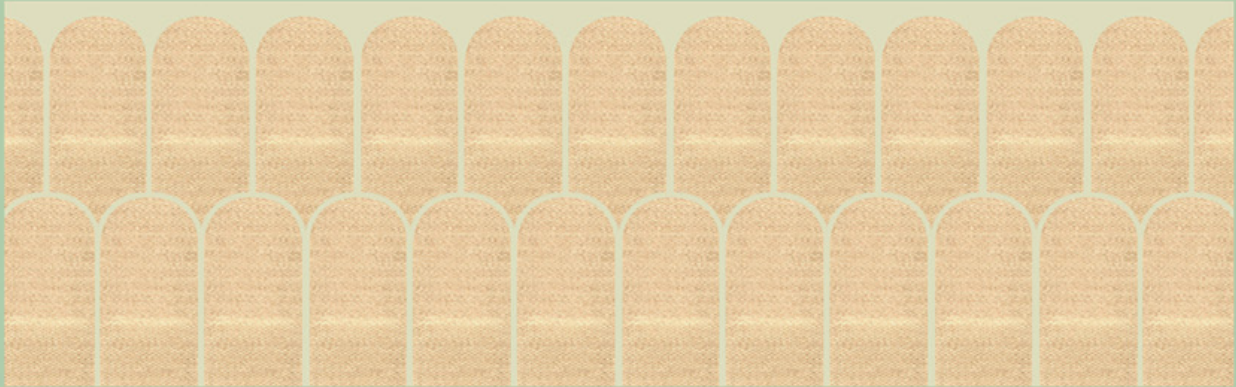
she started working in the field of EDI by defining guidelines for equal representation in decision making settings within international bodies.

Agnese is currently a stakeholder representative in BAME focus groups organised by local governments and locality delivery groups in the South of England.

Agnese is very passionate about advocacy at the nexus between equality and education, both at international level and in the UK, and she currently volunteers for a local charity promoting equal access to education, working towards the end of ethnic poverty and its unfair consequences.

Series 3 - Equalities Podcast - Allyship

a collaboration between The Diversity Trust & our partner, Skin Deep



**DIVERSITY ALWAYS PAINTS A RICHER,
BETTER PICTURE FOR SOCIETY**

#CelebrateDifference #SkinDeep

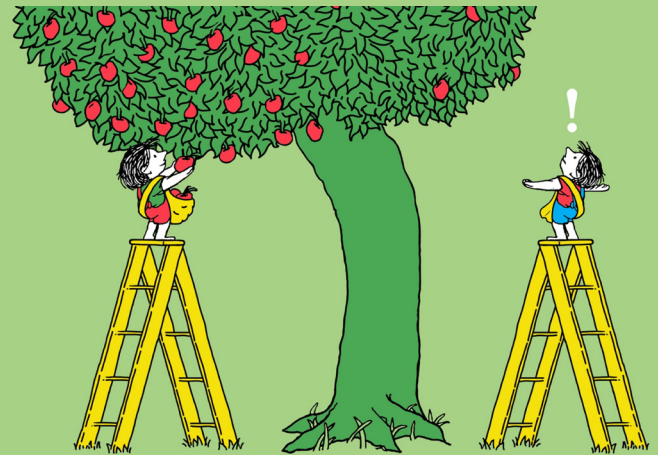
UNDERSTAND IMBALANCE

To fix the issues of imbalance in our society, we have to understand the factors that cause it.



INEQUALITY

Unequal access to opportunities.



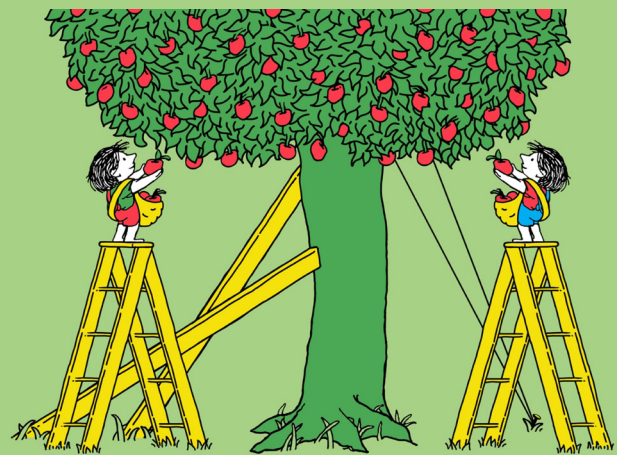
EQUALITY

Evenly distributed tools and assistance.



EQUITY

Custom tools that identify and address inequality.



JUSTICE

Fixing the system to offer equal access to both tools and opportunities.



Illustration by @lunchbreath

Illustration by @lunchbreath

Illustration by @lunchbreath

Illustration by @lunchbreath

ACTION CHANGES THINGS

Actions make a more significant impact for the future. Here are some steps you can take this year to help build a more inclusive society for all.

#CelebrateDifference #SkinDeep

CELEBRATE
DIFFERENCE

EMPOWER
OTHERS

EMBRACE
CULTURAL
DIVERSITY

ENGAGE
WITH OTHER
CULTURES



LOVE NOT HATE

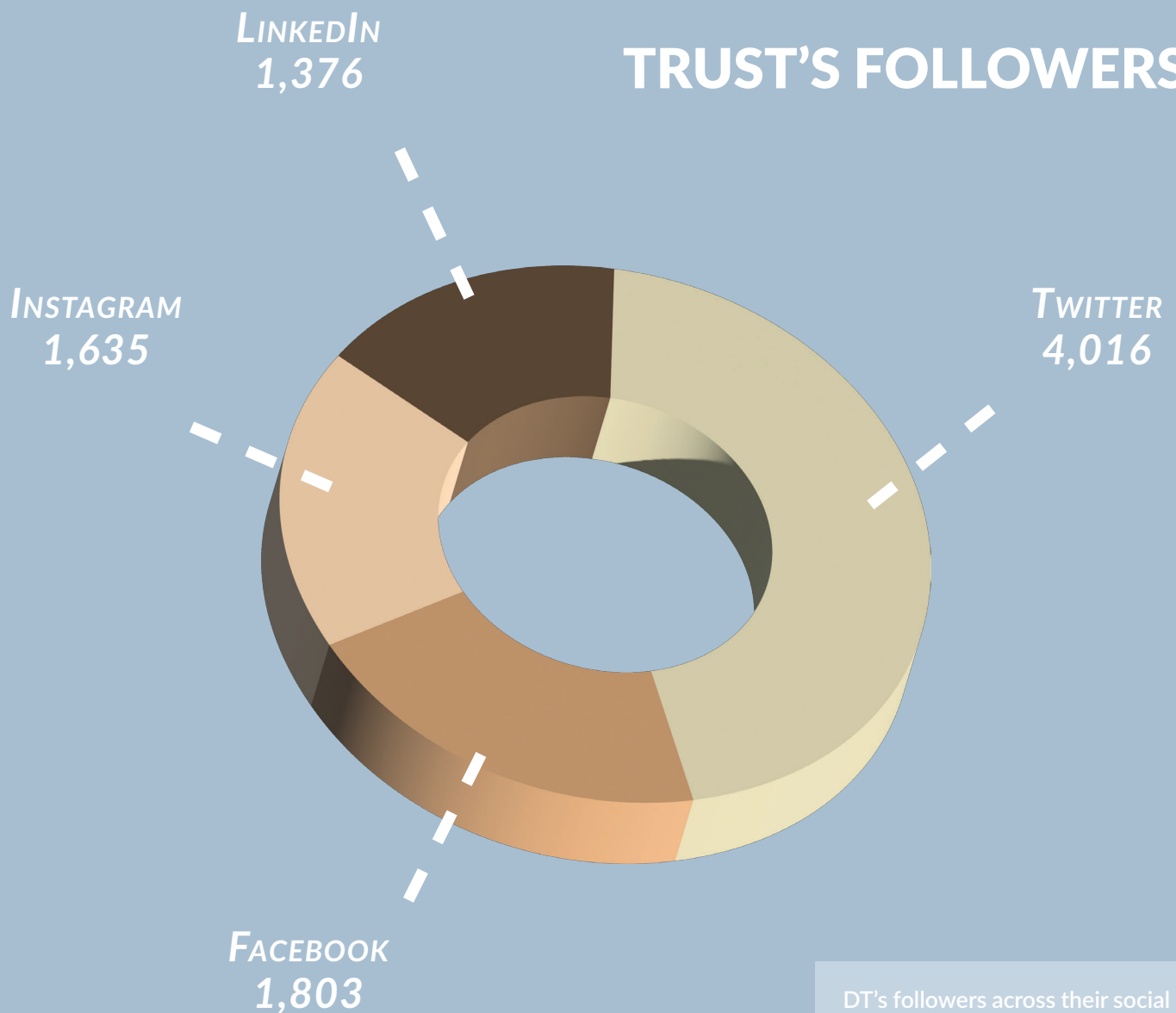


SOCIAL MEDIA AND EXPOSURE

The Diversity Trust shared Skin Deep content, including images of the product and sales links, across their social media channels, as did other partners in their network.

The Trust also featured the partnership and podcast series in their newsletters distributed to 1,400+ of their supporters, and featured it in their 2020-2021 Impact Report.

THE DIVERSITY TRUST'S FOLLOWERS

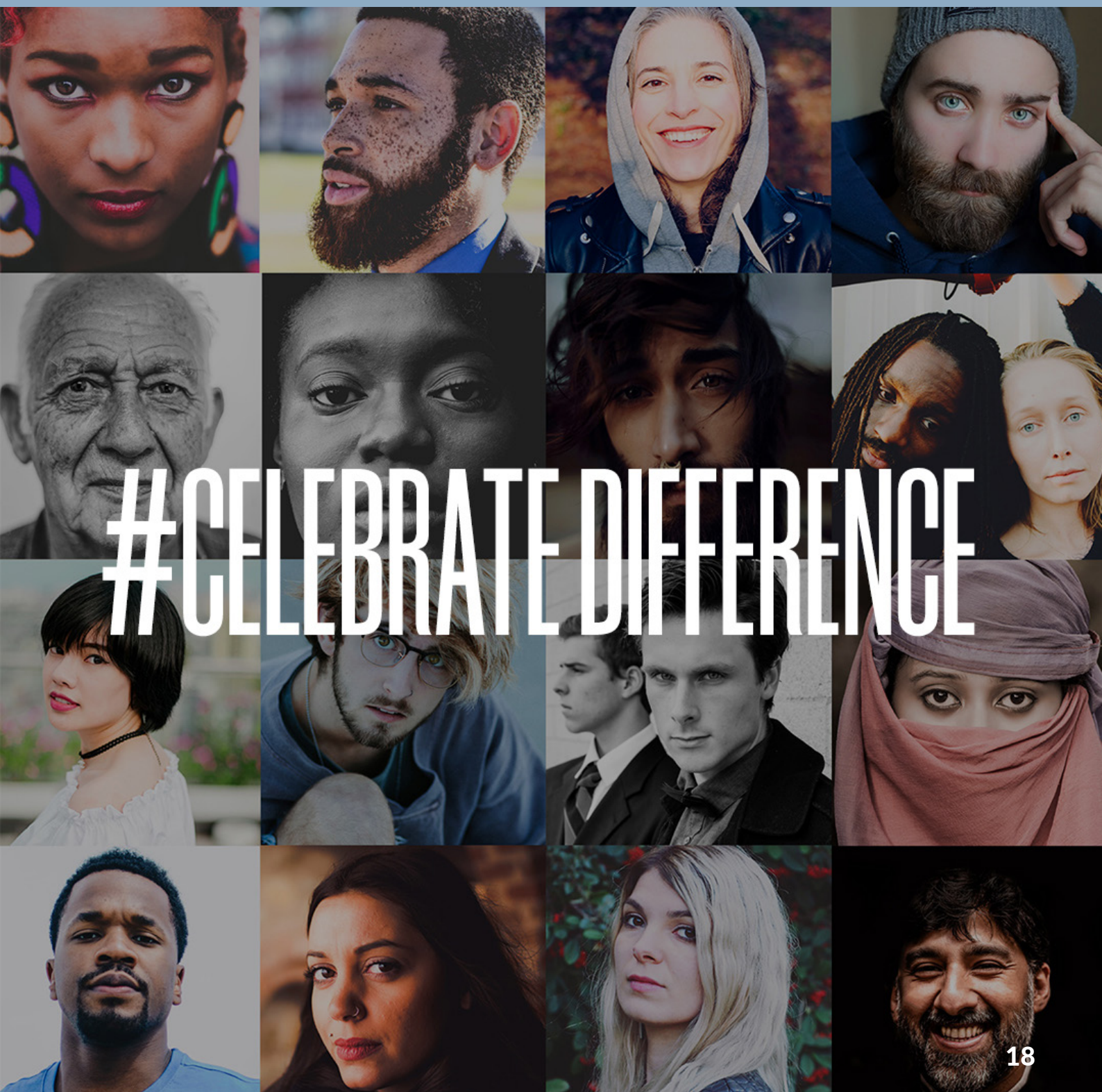


DT's followers across their social media platforms
Figures accurate as of 20.04.2022

By utilising their social media assets, The Diversity Trust are able to reach a total of 10,200+ followers, and amplify the values, learning, and achievements of the partnership.

Combined with other trusted partners, this gives the Trust the opportunity not just to promote the Skin Deep brand but also provide a connected, multi-faceted network within and for the communities they work to support.

Brand exposure has been an important element within the partnership; alongside promoting materials across respective social media accounts within the partnership, and with The Diversity Trust's own network, Skin Deep have incorporated the Trust's own branding and logo on the product packaging, exposing them to an entirely new audience and in turn, reaching new communities and the people within them, and wider retail organisations.

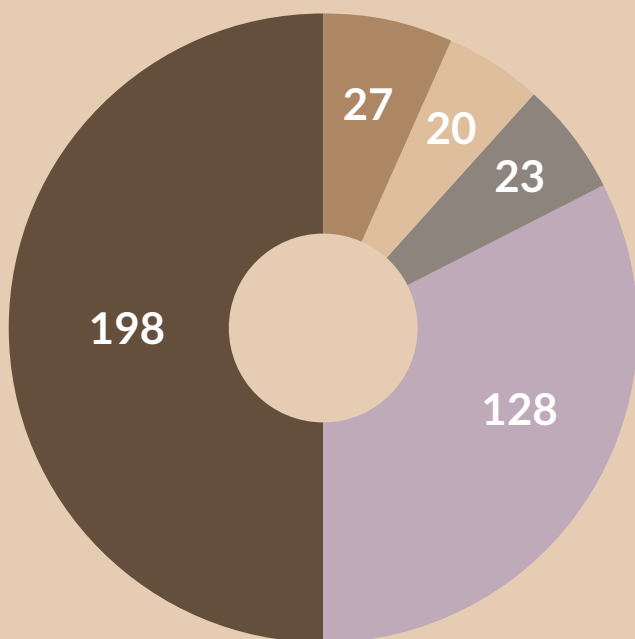


STATISTICS AND PERFORMANCE

Podcast Series: ALLYSHIP



- Total Listens
- Whole Interview
- Soundbite 1
- Soundbite 2
- Soundbite 3



Episode released on 16/09/2021

Data accurate as of 19/04/2022

Dr Howard Haughton Allyship and Inclusive Leadership

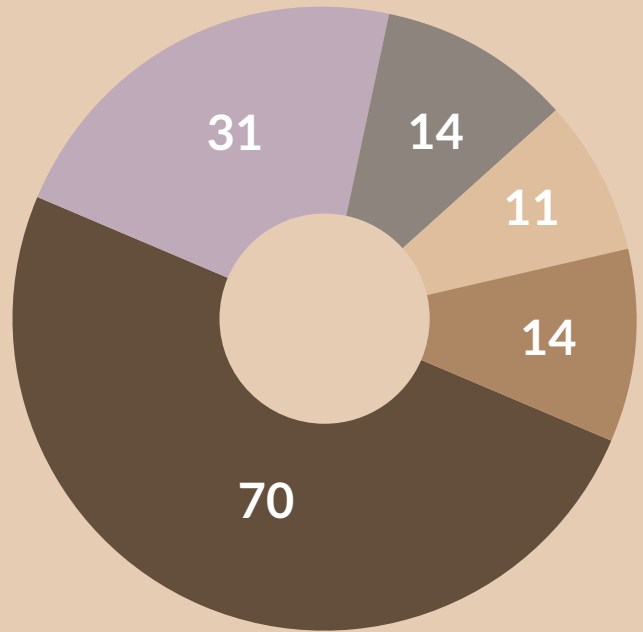
“We tend to find that there are certain individuals who may act as allies at work, but outside of work, they don’t have a relationship with a black person, they don’t have a black friend, they probably don’t even invite black people around to their homes...

However, to be an effective ally, I believe you need to be that 24/7, you have to get into that mode of thinking.”

K-Dogg

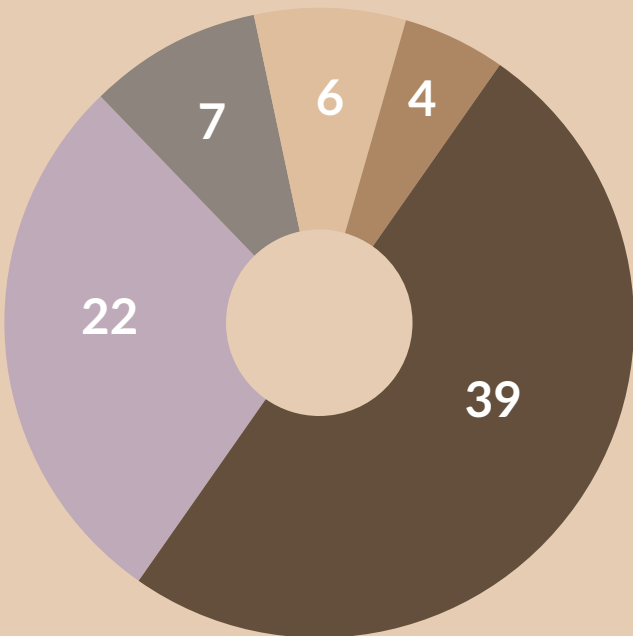
Allyship as a Tool to Fight Racism

“I realised recently, the fact that we haven’t really been consistent with this whole Black Lives Matter stuff is part of the reason why a lot of things are not really happening. Talk is good but I’m more of a doer. Like I like to talk about things for a small minute, and then spend most of the time doing because, talking is good, but talking doesn’t get you anywhere. So doing things is actually what gets you somewhere.”



Episode released on 11/01/2022

Data accurate as of 19/04/2022



Episode released on 08/02/2022

Data accurate as of 19/04/2022

Hira Ali

Allyship and Advancing Your Potential

“...when we are talking about allyship, all allies should first understand the concept of intersectionality and how some of these multiple forms of oppressions are so closely intertwined – and once we do that, once we don’t make assumptions, once we don’t generalise, once we don’t stereotype, we’re open to learning, evolving, knowing that there is more to a person than the thing that defines them.”

STAND UP

FOR THOSE WHO DONT HAVE A VOICE



#CelebrateDifference

#SkinDeep

DIVERSITY AND INCLUSION TRAINING SESSIONS

Equality, Diversity, Equity and Inclusion (EDEI) training delivered by Berkeley Wilde, Executive Director of the Diversity Trust, on 6th July 2021 to TSL 18 participants.

“...THISTRAININGOPENED MY EYES EVEN MORE TO HOW UNINTENTIONAL ACTIONS COULD BE PERCEIVED - I WILL MAKE MYSELF MORE AWARE OF THESE ACTIONS.”

Diversity in HR / Recruitment training delivered by Russell J Thomas, Director of the Diversity Trust, on 23 November 2021 to TSL HR employees.

“THE SESSION WAS SO INFORMATIVE AND REALLY INTERESTING - I CAME AWAY FEELING VERY CLEAR THAT CHANGES NEED TO BE MADE WITHIN THE BUSINESS AND WE NEED TO DISCUSS THESE ISSUES MORE, CHALLENGE MORE AND BECOME A TRULY INCLUSIVE EMPLOYER.”



TRANSFORMATIONAL COLLABORATION

In the course of working together, Skin Deep and The Diversity Trust have explored and discovered ways in which we can not only learn from one another but also transform the way in which we work, as separate organisations and as a partnership.

Collaboration has revealed the scope of this transformation, and the work needed within society in bringing about positive social change, which we are now actively feeding into. We've made the start.

The Diversity Trust has supported Skin Deep and TSL in reflecting on processes within HR, and more widely within its business processes. This has resulted in more awareness around ethical and inclusive business practices, and of positive changes to how the organisation works with people.

The impact the partnership has had on TSL as a company is important to recognise; it's facilitated conversations about diversity for the first time and lead to a positive change in recruitment process from beginning to end.

At the start of the partnership Skin Deep were

operating without a communications partner to bolster the brand campaign. By working together and developing a dynamic rapport, The Diversity Trust have been able to bridge this gap by:

- providing bespoke visual assets for use highlighting the partnership
- providing Canva training and support to Skin Deep through our partner, Be the Difference Services
- amplifying key values across our social media platforms

Skin Deep has had an equal transformative impact on The Diversity Trust in the past year by providing real-time learning in how businesses operate, and how they can change. This has given The Diversity Trust an invaluable insight into how it can support businesses with systemic change in the future, and enabled it in developing an organic, collaborative working model.



By including The Diversity Trust on the product packaging and integrating assets across their platforms, Skin Deep have amplified the presence and work of the Trust, whilst also highlighting the importance of branding and how it can be developed.

Transformation of communications has also been a feature for the Trust, with Skin Deep providing

research and tools into creative presentation methods for social media platforms, transforming content into dynamic and engaging formats.

Finally, Skin Deep have opened new pathways for The Diversity Trust, which have offered new opportunities for community engagement and previously untapped audiences, networks, and connections.

LEARNING OUTCOMES

Every relationship comes with challenges, and each project has its own unique set of difficulties. But problems don't have to be problematic; they can be opportunities to reflect and learn.

So, what have we learned in the past year?

WORKING TOGETHER PROVIDES ABUNDANCE

Partnerships and collaborations of this kind have enormous value to organisations involved, and to the communities they work to support. We recognise that by working together, we can have better ideas, share our resources, act in solidarity, and bring about positive social change together. We can raise each other up.

SUSTAINABILITY WITHIN OURSELVES

Being sustainable isn't just about the raw, physical materials we use; it's also about the personal resources of each member within our organisations, and those available within our teams and the wider partnership. We need to develop our team so that more departments within our organisations can work alongside us and allow us to gather different perspectives in our sales, development, and distribution. A more diverse team also safeguards against working in isolation, creating an environment where people can work flexibly and efficiently, together.





Skin Tone Plasters

@ukskindeep

WE CAN'T DO EVERYTHING.

Our Collaborative Agreement provides us with a comprehensive framework for our mutual goals and we need to be able to set our targets for the coming years in a way that supports all our partners and colleagues.

WALKING THE SAME PATH IN DIFFERENT WAYS

Future collaborations and partnerships will work best with shared values and aligned purpose; that way, we can work with organisations and sectors

that significantly differ from us in meaningful and productive ways. Our differences as organisations present us with diverse opportunities whilst our shared values bring us together.

KNOWING WHERE WE STAND

Understanding our obligations and responsibilities within the partnership gives us the tools to move forward in our work with better awareness. In the first year, we didn't know what our responsibilities would look like but now, we have a fuller picture and are able to plan our future objectives in line with our collaborative agreement.



THE YEAR TO COME...

In 2022/2023, the partnership will expand on the areas of progress and carry learning forward into new objectives. The Collaborative Agreement will guide this work, informing which projects are primed for development and identifying the key resources that will drive success.

Based on the learning and achievements in the first year, we want to build on our original principle of thinking globally, acting locally. We will be expanding the podcast series to incorporate a global perspective, connecting with international communities so that we can develop a rich and diverse series that will explore wider experiences

and reach a worldwide audience. Moving forward we'll be thinking globally, acting globally.

As part of our move toward global engagement, The Diversity Trust will be improving language access to their trainings, translating seminars into Spanish, Italian, and French, to facilitate wider and inclusive learning, and to reach broader audiences.

Drawing from the Collaborative Agreement, we'll be engaging in mutual, 24-hour takeovers of our respective social media accounts, with the aim to amplify our shared visions and provide platforms for communities to engage with us and each other.

In July, The Diversity Trust will be celebrating its 10th anniversary and Skin Deep will be joining the celebrations. This event will be the first time both partners will have been in the same physical

space together and it's the perfect opportunity to solidify our working relationship and recognise our achievements together.

Drawn from the learning of the past year, we'll be reflecting on and refining the processes within the partnership and developing strategies for further engagement with communities, retailers, and organisations. We'll also be developing our assets, creating new resources to help us present and deliver information across our mutual connections, and beyond.

Finally, we'll be developing educational outreach projects with communities within the UK and working to connect with international partners with the aim to bring positive impact into those spaces. Our goal is not just to share the Skin Deep product but also to share our learning, our resources, our platforms, and our hope for a better future.



WORKING IN COLLABORATION WITH SIAW-MISA

Skin Deep and The Diversity Trust have worked with creative agency, The Siaw-Misa Project, to ensure that our ambition to bring about positive social change is realised with the highest possible impact.

Abuakwa Siaw-Misa, Creative Director of The Siaw Misa Project, said: “The need for representation and inclusion for all is not only a social issue, it is a moral issue that we truly believe in. This collaboration gives us all the opportunity to speak as one amplified voice. We look forward to creating deeper and meaningful connections with Skin Deep and The Diversity Trust.”

ABOUT THE SIAW MISA PROJECT

The Siaw Misa Project is a full-service creative studio based in London.

They help transform brands, grow businesses and tell stories that deepen engagement through thoughtful design.

GET IN TOUCH

We've introduced a lot of people in this report. To find out more and connect with them, you can contact them across their social media accounts and websites:

HIRA ALI

LinkedIn: [linkedin.com/in/hira-ali-careercoach](https://www.linkedin.com/in/hira-ali-careercoach)
Twitter: @advancingyou
Website: <https://advancingyourpotential.com>

LAURA BROADBENT

LinkedIn: [linkedin.com/in/laura-broadbent](https://www.linkedin.com/in/laura-broadbent)

AGNESE CIGLIANO

LinkedIn: [linkedin.com/in/agnese-cigliano](https://www.linkedin.com/in/agnese-cigliano)

K-DOGG

Twitter: @its_kdogg50

MARK GREENBURGH

LinkedIn: [linkedin.com/in/mark-greenburgh-his-him-a78703](https://www.linkedin.com/in/mark-greenburgh-his-him-a78703)
Website: <http://www.greenburgh.co.uk/>

DR HOWARD P HAUGHTON

LinkedIn: [linkedin.com/in/howard-haughton-32767813](https://www.linkedin.com/in/howard-haughton-32767813)
Website: <http://www.holisticrisksolutions.com/>

ALEX RAIKES

LinkedIn: [linkedin.com/in/alex-ardalan-raikes-mbe-dl-hon-1ld-20609528](https://www.linkedin.com/in/alex-ardalan-raikes-mbe-dl-hon-1ld-20609528)
Website: <http://sariweb.org.uk/>



SIAW-MISA

Website: <https://www.thesiawmisaproject.com>
Instagram: @thesiawmisaproject

SKIN DEEP

LinkedIn: [linkedin.com/showcase/skin-deep-/](https://www.linkedin.com/showcase/skin-deep-/)
Instagram: @ukskindeep
Website: <https://www.myskindeep.co.uk/>

THE DIVERSITY TRUST

LinkedIn: [linkedin.com/company/diversity-trust/](https://www.linkedin.com/company/diversity-trust/)
Instagram: @diversitytrust
Twitter: @DiversityTrust
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WE'VE GOT YOU COVERED

Skin Tone Plasters for different shades



INCLUSION WORKS

When there is a sense of belonging, where a community engages the full potential of every individual and allows their ideas, thoughts and views to be heard.

[#CelebrateDifference](#) [#SkinDeep](#)

The 
Diversity Trust
Influencing Social Change



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