

Inclusive Change Privacy Statement

Privacy Policy

Inclusive Change values your trust. We are committed to protecting your privacy and handling your personal information with care, transparency, and respect. This policy explains how we collect, use, and protect your information when you engage with our services.

What We Collect

We may collect information such as:

- Your name and contact details (email, phone number, organisation)
- Information shared during consulting sessions, workshops, or discovery calls
- Feedback provided through surveys or evaluation forms
- Optional details you choose to share to help us tailor our services

We only collect what is necessary to provide high-quality services and support.

How We Use Your Information

We use your information to:

- Deliver neuroinclusion and change management consulting, education, training and workshops
- Respond to enquiries and manage client relationships
- Improve, adapt and market our services
- Share newsletters and updates, if you have opted in
- Support our work using AI tools, such as Anthropic's Claude (see "How We Use AI Tools" below)
- Meet legal or regulatory obligations.

We will never sell or trade your personal information. We may disclose information when required by law.

How We Use AI Tools

We use AI tools, including Anthropic's large language models (LLM) collectively known as Claude, to help draft documents, summarise feedback, and support administrative work. We may also ask AI to propose design options for our training modules. At no time will Inclusive Change will share personal information with AI LLM's. Anthropic processes information submitted through its tools under its own privacy and data-handling terms, available at anthropic.com/privacy. Anthropic is based in the United States, so information processed this way may be stored or handled outside Australia.

The Open Wired podcast is recorded on Riverside, that has AI integrations to generate transcriptions. Adobe tools (Audition and Premiere Pro) are used to edit audio and produce clips.

We may use Calendly AI notetaker and Fathom notetaker for virtual meetings.

Website Analytics and Cookies

Our website uses Google Analytics to understand how visitors use our site. Google Analytics collects information such as pages viewed, time on site, device and browser type, and approximate location based on IP address, and stores this on Google's servers, which may be located outside Australia, including in the United States. You can opt out of Google Analytics tracking through your browser settings or by installing Google's opt-out browser add-on, available at tools.google.com/dlpage/gaoptout. Google's own privacy policy, at policies.google.com/privacy, explains how it handles this data.

Marketing Communications

You will not receive marketing communications from us, such as newsletters or updates about our services, unless you have opted in, for example by subscribing through our website or downloading a resource that asked for your email address. You can withdraw this consent at any time through the unsubscribe link in any email, or by contacting natalie@inc-change.com.

Open Wired Podcast Guests

If you appear as a guest on the Open Wired podcast, you sign a separate Media Consent Form covering how your recording, likeness, and comments may be used and distributed. That form, not this Privacy Policy, governs your consent to appear on the podcast. This Privacy Policy applies to other personal information we collect from you, such as your contact details, when arranging or producing an episode.

Data Security and Storage

Information we collect for research, such as through surveys or evaluation forms, are de-identified before it is analysed or reported. Anonymous research data collected between January 2026 and June 2026 is stored within Western Sydney University's ecosystem. Further details can be found via their website.

No personal information about Masterclass or self-paced courseware is stored within the Inclusive Change ecosystem. De-identified information collected through Masterclasses and via The Sensory Compass, is stored in a secure cloud database offshore.

We take reasonable steps to safeguard your information from misuse, loss, or unauthorised access. Some of our service providers (for example, email, survey, or event platforms) may store information outside Australia, but we ensure they use appropriate privacy and security standards. They only receive the information needed to do their job and must keep it secure. This includes AI tools such as Anthropic's Claude and website analytics tools such as Google Analytics, both of which may process or store information in the United States.

Your Rights

You have the right to:

- Access the personal information we hold about you
- Request corrections or updates
- Withdraw consent for future contact or communications.

To exercise these rights, please contact natalie@inc-change.com.

Changes to This Policy

We may update this Privacy Policy from time to time. Any changes will be published on our website with the updated date.

Last updated: September 2026.