

## Background

Changing the Chemistry (CtC) is an award-winning charity that has successfully promoted diversity of thought on boards since 2011. Through its peer-to-peer approach, CtC aims to influence change on boards by championing diversity of thought and, in doing so, help create inclusive and successful organisations. [Changing the Chemistry | Diversity of Thought on Boards](#)

Founded in 2010, AAI began as Adopt an Intern, helping graduates access paid internships. It evolved into an award-winning social enterprise, supporting over 1,100 businesses, placing nearly 2,000 jobseekers, and helping around 250 minority ethnic women into work. Its focus expanded to inclusion training for employers and employability training for underrepresented groups and in 2023, AAI shifted away from recruitment to concentrate on its training and inclusion efforts.

CtC expressed a strong interest in acquiring AAI's assets after learning of Joy Lewis's planned retirement. The AAI board carefully evaluated various options and determined that CtC was the perfect fit. CtC carried out a comprehensive due diligence process and the agreement received final approval from their board on 7 February 2025.