



Everything equality, diversity & inclusion for business and lifestyle

1 FEBRUARY 2021

The intentional inauguration



Picture Source: Reuters

The US has shown the rest of the world how a Presidential Inauguration can be an example for others to follow. It showcased the diversity of its people, the richness in culture and its very intention to be inclusive. Some of the fine examples include the historical use of sign language, Capitol hero Eugene Goodman escorting Vice President Harris, Amanda Goodman the youngest youth poet with the reading of her moving but powerful poem and the record number of women serving in the Cabinet. The Biden Harris Administration, with their bold new thinking, is promised to be the most diverse Administration in American history, bringing varied and lived experiences between them. With Kamala Harris, as the first female, Black and South Asian Vice President in US history, this very special day was a moment for women around the world to believe *'anything is possible.'*

"There is always light, if only we're brave enough to see it. If only we're brave enough to be it." **Amanda Gorman**

News

Pixar's black hero using a white actor's voice. The casting of Soul has created a debate about structural racism, stereotyping and prejudice in European language voice-overs. [Read](#)

Media giant Sky reshaping its workforce. Sky have announced its ambition for one in five of its workforce to be from an ethnic minority background by 2025 in the UK, which is part of a new recruitment drive in response to the Black Lives Matter movement. [Read](#)

America's first-ever trans state senator. Sarah McBride, LGBT+ rights champion is sworn in as the first ever transgender state senator in US history, Sarah has played a vital role in the fight for LGBT+ discrimination in the US. [Read](#)

Why the first hijab-wearing supermodel, who was born in a refugee camp in Kenya, has quit the fashion industry. An exclusive interview with BBC Global Religion, where Halima Aden shares her story to becoming a supermodel and, how she reached the decision to leave the fashion industry. [Read](#)

How Netflix are sowing the seeds for inclusion. Verna Myers, VP of Inclusion Strategy shares what inclusion unlocks on and off screen. [Read](#)

Reforming the mental health act. The UK government have launched a White Paper to reform the Mental Health Act, bringing about change for those affected by mental illness. [Read](#)

UK launches ethnicity pay gap day. The UK has launched an Ethnicity Pay Gap Day to be held on 8th January every year. The day will support the efforts of a national campaign to raise awareness, highlight issues and make the ethnicity pay gap reporting mandatory. Follow the campaign [#EthnicityPayGap](#)

How BAFTA is preparing for first film awards since diversity review. Over 120 wide-ranging changes introduced to tackle lack of diversity in the BAFTA Awards. [Read](#)

First non-binary person granted UK refugee status. Now settled in Liverpool, Arthur Britney Joestar was a victim of threat and physical violence in their home country. [Read](#)

An Easter egg causing some problem? Cadbury's new Creme Egg advert featuring a gay couple has been praised by some people and caused rage with others. [Read](#)

Reversing policy, transgender people serving in the US military. A ban that was announced by Mr Trump in his first year in office, has been overturned by President Biden. The move is welcomed by campaigners for equal rights. [Read](#)

Participate in the race of your life? The BBC Academy has launched its Ally Track, a digital tool which is free to use and, is now inviting creative champions to choose the type of ally they want to be. [Start your race](#)

The UK Disability Survey. The Cabinet Office is inviting organisations to take part in a national survey to help with understanding the barriers disabled people face and how to improve lives. Open until 23rd April. [Take the survey](#)

Take part in Stonewalls COVID-19 survey. The survey is seeking to find out more about LGBT+ peoples experiences of COVID-19 during the second lockdown. [Take the survey](#)

Online Summit

Gender Agenda Online Summit *Powered by Virgin Media, 10 March 2021*

A full day of conversations with trailblazing women and male allies who are committed to advancing gender equality. They will share their experiences, personal perspectives to empowering stories, whilst sharing actionable insights and solutions to break barriers with tangible outcomes. It is FREE to attend. You can view the agenda and full line up of speakers [here](#).

[BOOK HERE](#) (Member Only Link)

Information Hub

Goalkeepers driving change. 193 world leaders have agreed to 17 ambitious goals to fight inequality, stop climate change by 2030 and end poverty. The Goalkeepers focus on accelerating progress towards the Global Goals. Source: Gates Foundation.

Women in the Workplace 2020 Study. The largest study ever undertaken on the state of women in corporate America and, the impact and challenges COVID-19 brings to women in their place of work. Source: McKinsey & Company and Lean In

House of Pride releases LGBT+ guide to self-isolation. This practical guide is a step by step know how to survive lockdown and provides support for mental and physical health to well-being guidance. Source: House of Pride.

[READ](#)

Learning

Online learning courses covering the spectrum of equality, diversity and inclusion.

Enhancing Objectivity and Decision Making, **4 March**

How to Create a More Gender Equal Workplace, **9 March**

Exploring Unconscious Bias in People Management, **21 April**

Creating an Environment Where Inclusive Teams Can Flourish, **22 April**

[VIEW COURSES](#)

Inclusion Calendar

Notable dates for the month of February

LGBT History Month

Race Equality Week

Chinese New Year

International Day to Stand Up to Bullying

[VIEW CALENDAR](#)

Mental Health and Well-Being

What does a mentally healthy workplace of the future look like? In this article Geoff McDonald, former Global VP of HR at Unilever shares his personal story and how his purpose in life is to eradicate the stigma of mental ill health in our places of work. [Read](#)

Work and workout from your desk. As we continue to work from home, and no sight of the pandemic ending the, Chartered Society of Physiotherapy are providing practical tips to building in exercises into your working day. [Read](#)

Books

The Hill We Climb by Amanda Gorman: Debut poetry collection by the youngest inaugural poet in U.S. history including "The Hill We Climb" recited at the inauguration of the 46th President of the United States. [Review](#)

Everyone Versus Racism, A Letter to My Children by Patrick Hutchinson: Patrick was the black man seen carrying a white man during the Black Lives Matter confrontation in London and, this book is an open letter to Patrick's children, grandchildren and future generations about equality. [Review](#)

Rebel Ideas, The Power of Diverse Thinking by Matthew Syed: A best-selling author, Matthew shares his thoughts on how a new way of thinking can free us from our blinds spots and explains where our best ideas come from, called cognitive diversity. [Review](#)

The 5am Club by Robin Sharma: A revolutionary morning routine which has helped many to maximise productivity, achieve best health to discovering why an early-rising habit can play a big part in happiness, helpfulness and aliveness. [Review](#)

Podcast

Desert Island Discs featuring Colonel Lucy Giles: In 2015, Colonel Lucy Giles made history by becoming the very first female Commander of Royal Military College Sandhurst in the UK. Lucy has served in over 20 countries, including Iraq, Northern Ireland and Afghanistan and worked in an environment which is 90% male. Lucy speaks about resilience, building blocks and what it means to serve and lead. [Listen](#)

Unlocking Us with Brene Brown featuring President Barak Obama: Brene speaks with President Obama about his work and his new book A Promised Land. She explores the power of uncertainty, and a very rare skill needed of being the opposite, how it can make us better leaders, partners and parents. [Listen](#)

DiverCity featuring Dame Helena Morrissey CBE: Founder of the 30% Club, Baroness Morrissey shares the progression of women on boards and outlines what organisations need to be doing to accelerate gender equality in our places of work. [Listen](#)

Visit

Speak Your Truth with Fearn Cotton. Southbank Centre hosting an online talk with Fearn Cotton exploring how to find our voice and speak out with confidence. [Find out more](#)

OUTing the Past. Celebrating LGBTQ+ History Month the National Maritime Museum are hosting an online event with talks and conversations focused on migration, empire and global activism. [Find out more](#)

Tantra, Enlightenment to Revolution. Online exhibition at the British Museum featuring over 100 objects from across India, Nepal, Tibet, Japan and the UK, aiming to demystify and challenging the stereotypes associated with sex. [Find out more](#)

Chelsea Flower Show goes online. An online show will take place in May 2021, with the physical event scheduled to take place in September 2021 for the first time in history due to the pandemic. [Find out more](#)

Not Another Second. Exhibition is now on view at the Watermark Retirement Communities, Brooklyn Heights, New York where, 12 LGBT+ seniors share stories of resilience, struggle and love. Its free to attend. [Find out more](#)

Watch

The White Tiger. The debut novel by author Aravind Adiga and the winner of the 40th Man Booker Prize in 2008, has been adapted into a movie by Netflix. Set in India, it's a story of a young boy who lands himself a job with a wealthy family as a driver and, as dark events unfold he uses his charm and wit to change his life from a rags to riches story. **Available to watch on Netflix.**

Lucy Worsley's Royal Palace Secrets. Available to watch online, Lucy goes behind the closed doors of the Tower of London, Kensington Palace and Hampton Court to reveal the events that changed the course of British History. [Watch](#)

Cook

Recipes of the month to see in the Chinese New Year:

Steamed Fish with Ginger & Green Onions: Fish is a must for the Chinese New Year. By including fish as part of the meal, it symbolises a blessing, wishing food and wealth throughout the year. [Recipe](#)

Vegan Golden Garlic Rice: Simple rice dish fused with spices and plenty of vegetables. Sautéed in garlic, soy and hot sauce of your choice. [Recipe](#)

Sweet & Sour Chicken: A restaurant favourite world over, this crispy chicken with stir fried vegetables and a sticky sweet and sour sauce is perfect accompanied by jasmine rice. [Recipe](#)

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