



Everything equality, diversity & inclusion for business and lifestyle

April 2021

The murder that changed the nation, or not



Source: [Stephen Lawrence](#)

First time in the United Kingdom, they are to hold **Stephen Lawrence Day** on 22 April, an annual event to commemorate the life of a young black boy who was murdered in a racially motivated attack on the streets of London in April 1993. A tragic incident and murder that changed the landscape and fabric of Britain forever. Stephen's story has been inspiring, yet very challenging over the decades, and has led to profound cultural changes in attitudes to racism in Britain, including policies and law. It also created a road map to create a far better understanding of discrimination and pave the way to inspire future generations to break social barriers and be the very best versions of themselves.

To get involved with Stephen Lawrence Day, [click here](#).

Report finds UK "not institutionally racist"



Source: AFP Getty Images

However, Stephen Lawrence Day, comes at a time when the much-delayed report by No.10's Commission on Race and Ethnic Disparities says the *"UK is not deliberately rigged against ethnic minorities"*, claiming that social class has a bigger impact than race on people's lives. Reception of the report has been mixed - the summary concedes many who answered the call for evidence claiming that the UK is not institutionally racist. On the other hand, people welcome the report's proposal to ditch the "BAME" term when referring to ethnic minorities. The 258-page report makes 24 recommendations.

Full report available in the [Equality Leaders Information Hub](#).

In the News

Talk race, more pressing than ever. British Future has published this week a report on the attitudes among white and ethnic minority citizens in the UK. Its findings illustrate why people can struggle to talk about race; but they also identify the common ground on which a positive agenda for change could be built. [Read](#)

Transgender anchor makes history in Bangladesh. A woman who survived bullying, assault and suicide attempts has made her debut as Bangladesh's first transgender news reader. Tashnuva Anan Shishir, delivered a three-minute news bulletin as part of IWD2021. [Read](#)

One of Pride in London's senior Black volunteers quits. Rhammel Afflick resigns from his role as Director of Communications following concerns about racism in the organisations. [Read](#)

Black history lessons become mandatory in Wales. Government says learning about BAME histories will help youngsters become 'ethical and informed'. All pupils in Wales are to be taught about racism and the contributions of BAME communities. [Read](#)

Royals consider appointing diversity chief. The news comes weeks after the Duke and Duchess of Sussex, Harry and Meghan, told Oprah Winfrey that a member of the royal family -- not the Queen or Prince Philip -- raised the issue of how dark their unborn child's would be. [Read](#)

Women, girls and high levels of sexual violence. New data from UN Women UK shows that the majority of women and girls in the UK are experiencing sexual harassment in public spaces. [Read](#)

Stop telling women they have imposter syndrome. by Ruchika Tulshyan and Jodi-Ann Burey. "Imposter syndrome," or doubting your abilities and feeling like a fraud at work, is a diagnosis often given to women. But the fact that it's considered a diagnosis at all is problematic. [Read](#)

20 occupations changing the job market by 2025. By 2025, most estimates say, 25 percent of America's jobs will be ones that don't exist today. Having re-joined the Paris Accord, rescuing Mother Earth will create millions of jobs. [Read](#)

Update on FTSE 100 boards improve ethnic diversity. Progress has been made on ethnic representation on FTSE 100 boards with 81 FTSE companies now having directors from minority ethnic groups. [Read](#)

My Life In Full: Work, Family and Our Future. Memoirs by the trailblazing former PepsiCo CEO are coming out this autumn. With insights and a call to action for how our society can really blend work and family—and advance women—in the twenty-first century. [Read](#)

IBM's Victoria Pelletier: 5 steps to an inclusive, representative, and equitable society. A truly inclusive and equitable environment will be supportive of all employees, therefore creating a sense of belonging for all in the community. [Read](#)

Goldman Sachs pledges \$10bn to support Black women. Goldman Sachs is set to invest \$10 billion in an initiative called "One Million Black Women." The initiative aims to impact 1 million Black women by 2030 through healthcare, jobs, and education. Rosalind Brewer, CEO of Walgreens, is among those on an advisory council for the project. [Read](#)

Global VC funding to female founders dropped dramatically this year. Global venture funding to female-founded companies fell significantly in 2020, according to Crunchbase data. Although investors and entrepreneurs say it's not clear if the decline is entirely due to COVID-19, the pandemic has disproportionately impacted women in the workforce. [Read](#)

New to Information Hub

Thought Leadership:



Future of Work - Back to the old ways? By Wendy Papworth, Future of Work Consultant & Former Director, Head of Diversity & Inclusion, Barclays UK and Global Lead for Gender Diversity.

With the rays of light at the end of the pandemic starting to get brighter, organisations are starting to think about how to bring their workforce back into the office and exploring what new ways of working will emerge.



Gender equity is the journey, gender equality is the destination by Maiyora Jeyabraba, Content Manager, Equality Leaders

Covid-19 has in a profound way underscored this sense that democracy and participation in public life at all levels and areas of society needs to change and, the last 12 months has further paralysed the road to gender equality.

Latest research:



Commission on Race and Ethnic Disparities reveals findings on race. Report by the UK Government, says there is no evidence that Britain is not institutionally racist, in a 258 page report with 24 recommendations. [Read](#)



Leading think tank British Future reports public want action. In a recent survey including over 2,000 ethnic minority citizens, public attitudes on race, prejudice and inequality, finds common ground for change and plans for action. [Read](#)



The Malala Fund publishes a new report on girl's education and climate change. Malala Fund is reporting that 20 million more girls may never return to school once the Covid-19 crisis subsides. Learn what leaders can do and the impact they can create.



Elevating Equity. HR professionals across industries, geographies and various company sizes have given their account to determine the five essential strategies and 15 practices that matter the most.



The pandemic is reversing gender equality progress in the workplace, PwC says in a new report. COVID-19 threatens to reverse the important gains that have been made in the last decade, as the negative impacts of the pandemic are disproportionately being felt by women.

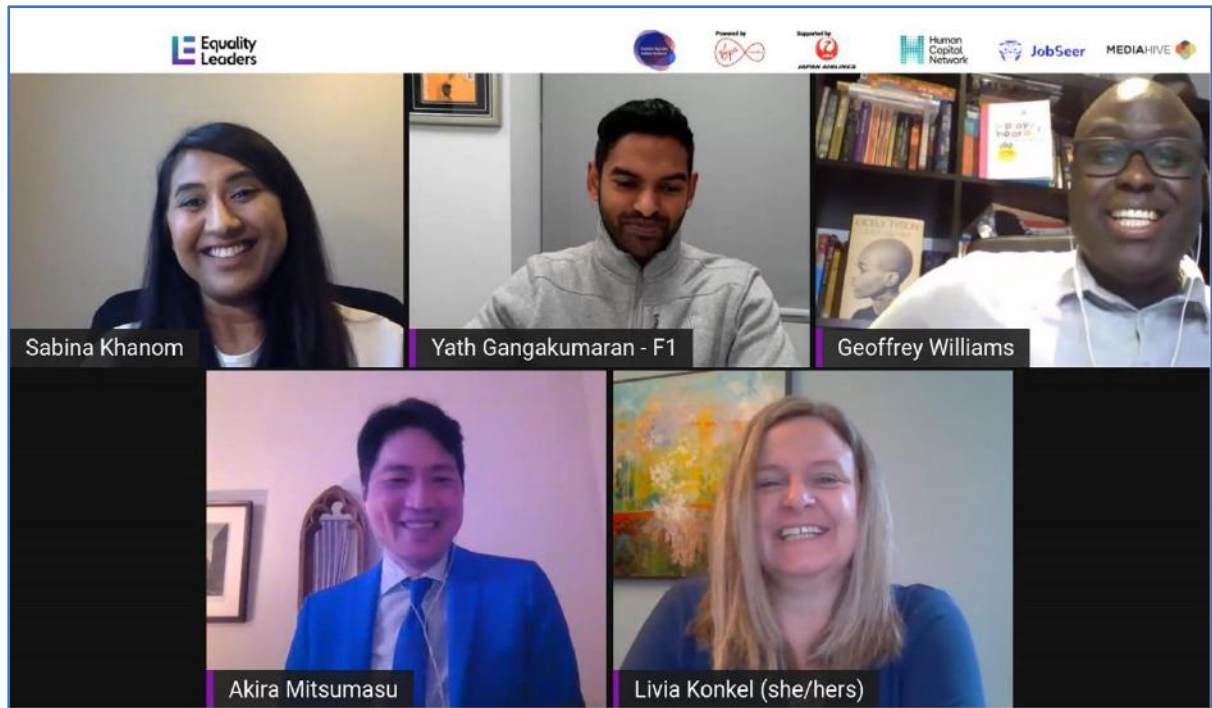
[Click here to access the reports](#)

Spotlight

Thank you from us for attending the Gender Agenda Online Summit 2021

Last month, Equality Leaders held its first ever summit, which saw over 900+ attendees, 34 speakers, and with representation from across 69 countries. The day was filled with talks and practical solutions on advancing gender equality. A year which has been challenging for women, in many ways, we created a space for inclusive conversations to take place and highlighted some of the key issues women are experiencing. The summit was a great success and we would like to thank all those who attended our annual International Women's Day event.

To read the more in-depth review of the summit, **[click here](#)**



Panel discussion: How to be an ally and start building a legacy. L to R: Sabina Khanom, Head of Inclusion, Aviva; Yath Gangakumaran, Director of Strategy, Formula 1; Geoffrey Williams, Global Head of Diversity, Equity & Inclusion, Dr Martens; Akira Mitsumasu, Vice President Global Marketing, Japan Airlines and Livia Konkel, Vice President, International Diversity & Inclusion Leader, Wells Fargo.

We would like to thank our sponsors for their generous support:

Virgin Media, Japan Airlines, HumanCapitalNetwork, Jobseer and Media Hive.

Our next summit is **LGBTQ+ Inclusion Matters** on Wednesday 9 June 2021. A full day of talks, interviews and storytelling with LGBTQ+ people to shape the future of visibility and representation in our place of work. Save the date: Wednesday 9 June 2021 – 09:20 to 16:30 (GMT). **Details**.

April Inclusion Calendar

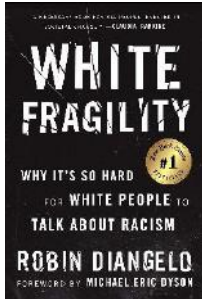
Stress Awareness Month. This year the theme for Stress Awareness Month 2021 is 'Regaining Connectivity, Certainty and Control'. We are encouraging you to pick one action each for your physical, mental and emotional wellbeing to carry out every day. It takes 30 days to turn actions into habits, which is why this is a month-long programme. The 30-day challenge will maximise your chances of turning useful knowledge and techniques into positive behavioural change.

Ramadan starts on 12 April. Ramadan is observed by the Muslim community worldwide as a month of fasting, praying and reflection. A meal is eaten just before dawn called Suhoor, and another meal eaten directly after sunset, called Iftar. Families come together to share meals and break their fast.

Stephen Lawrence Day 22nd April. Day to commemorate the life and legacy of Stephen Lawrence in the UK. They day is about all of us playing a vital part in creating a society in which everyone can flourish.

[View Calendar](#)

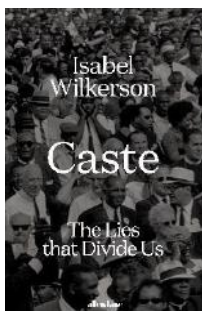
Read



White Fragility. Why It's So hard for White People to Talk about Racism by Roben DiAngelo. DiAngelo deftly articulates the need for white people to understand and discuss racism by showing how all white Americans share complicity in maintaining racism as the bedrock of US society. The book should encourage white people to intentionally take steps in their own lives to dismantle white supremacy, confront white privilege and deconstruct the racist structures that underpin society.



Who Thought This Was a Good Idea? by Alyssa Mastromonaco. Mastromonaco inspires everyone, regardless of gender, with her testimony of how she managed to break into the upper echelons of American government. She claims (too modestly perhaps) no exceptional skills, no influential family connections, no Ivy League education, no trust fund runway. She simply worked hard, made the most of the opportunities she uncovered and wedged herself into the room where it happens.



Caste: The Origins of Our Discontents by Isabel Wilkerson. Wilkerson explores an unseen phenomenon: the world today and throughout history has been shaped by a hidden caste system, a rigid hierarchy of human rankings. She points forward to ways we can move beyond the artificial and destructive hierarchies of human divisions, toward hope in our common humanity.

Listen



Somi Arian talks to Toju Duke on representation of race and gender in today's tech industries. Following her appearance at the first Conference for Women in Business & Technology by FemPeak, Somi sat down with Toju to discuss matters of race and diversity in the business and technology landscape, closing the gender gap, and feeding our algorithms with non biased data. [Listen](#)

the diversity gap

The Diversity Gap by Bethaney Wilkinson On The Diversity Gap podcast, we'll be learning from thought leaders, authors, creatives and more about the diversity gaps in society and culture. Our goal is to discover promising practices for closing diversity gaps in our everyday lives and work! [Listen](#)



Grounded with Louis Theroux. In the hour-long chat, the pair also discuss sexual consent, which is at the heart of I May Destroy You. Coel tells Theroux the story of her assault in 2016 – off which the show is based – revealing: “As I continue to think about it, I realise that this wasn't just a me thing; that there are so many different ways that this theft of consent happens. ‘How did that happen? Something feels wrong’.” [Listen](#)

Visit

Van Gogh: The Immersive Experience in London A 360° digital art exhibition in London that invites you to step into the universe of the Dutch genius, Vincent van Gogh. It is brought to you by the organizers of a collection of widely successful exhibitions present in cities across Europe, Asia and the Americas. [Visit](#)

After Dark At The Hyde Park Barracks in Sydney A monthly late night series at the UNESCO World Heritage-listed Hyde Park Barracks. Featuring live music, performances and ideas, After Dark will become your go to for an evening dose of culture in 2021. [Visit](#)

HistFest 10th – 11th April: In Partnership with the British Library, online festival featuring everything from the British Empire. HistFest takes 'history' in its very fullest sense to offer innovative events across the UK for all audiences – from lectures, film screenings and seminars, to workshops, archival tours and live performances. [Visit](#)

Watch

I May Destroy You This ability to not just acknowledge a fear, but confront and absorb it, forms the pulse of the multihyphenate's new series and most personal project to date. 'I May Destroy You,' Coel's gimlet-eyed exploration of trauma and its myriad ripple effects follows Arabella (Coel) — a funny, messy, sharp-as-hell London writer — after a dizzying night in which she's drugged and raped by a stranger. [BBC iPlayer](#)

Little Fires Everywhere The show focuses on race as one of the crucial contrasts between Elena (Reese Witherspoon) and Mia (Kerry Washington). Shaker Heights residents take pride in the fact that their community was one of the first suburbs to racially integrate, yet are apprehensive to welcome when Mia first appears. The concept of caging others and being caged by others—based on one's background, values, and lifestyle—is a pivotal theme. [Amazon Prime](#)

Seaspiracy The Netflix film takes us on a whistle-stop tour of our oceans, shining a light on everything from how important sharks and dolphins are to our ecosystems, to the hugely damaging effects that commercial fishing has on our planet (considering that up to 85 per cent of the oxygen we breathe comes from our seas). [Netflix](#)

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