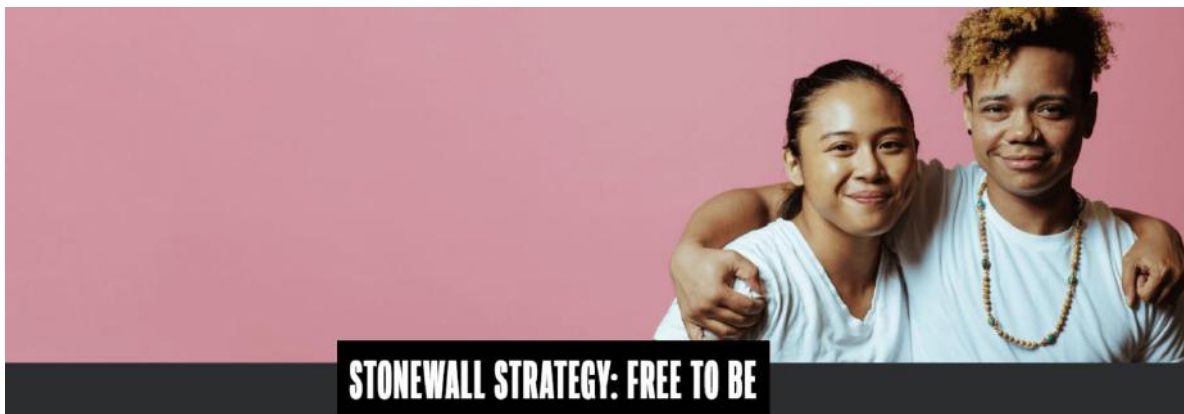




Everything equality, diversity & inclusion for business and lifestyle

3 June 2021

A world where we are free to be



The UK's largest LGBTQ+ organisation, Stonewall, has launched a new strategy and brand identity, shifting its positioning to 'Freedom, Equity and Potential'. CEO Nancy Kelley says, "To create the world we imagine, our new strategy focuses on three pillars: Freedom, Equity and Potential. And the only way that we can make real progress is by working in partnership across the movement, in the UK and globally." Over the past three decades, Stonewall have transformed lives as they continue to stand with, and fight for, the freedom, equity and the potential of all LGBTQ+ people, until they are free to be in a world they imagine. Image sourced from Stonewall.

You can get in touch with us to share your achievements or discuss any challenges by emailing info@equalityleaders.com.

In the News

Research reveals a pay gap for LGBTQ workers and the cost of exclusion. One analysis of 32 studies from several countries found that on average, gay men earned 11% less than heterosexual men, while lesbian women earned 9% more than heterosexual women. [Read](#)

Menopause to be made a workplace issue. Over 300,000 workers to take part in a landmark survey amid fears that lack of support is hindering gender equality. [Read](#)

Women of colour and the stigma of antidepressants. Studies have demonstrated that South Asian women are more susceptible to certain mental health illnesses, including insomnia and self-harm. However, when it comes to reaching out for support, there is still a taboo surrounding taking antidepressants in their communities. [Read](#)

Online bank Monzo offers employees paid leave after pregnancy loss. UK's digital bank is the first of UK companies to offer paid leave after a miscarriage, stillbirth or abortion. Monzo's policy will give either partner up to 10 extra days of paid leave if they lose a baby due to abortion, miscarriage or stillbirth, regardless of when in the pregnancy it happens. [Read](#)

NatWest Group launches Ethnicity Advisory Council. Following the launch of their report, [Banking on Racial Equality: A Roadmap for Positive Change](#), in October 2020, Natwest re-launched an Ethnicity Advisory Council which will guide and support them on their ethnicity and inclusion strategy. [Read](#)

The Valuable 500 reaches 500. CEOs of global organisations help create the largest community for disability business inclusion. The Valuable 500 movement will be critical as new research shows that there are no executives or senior managers who have disclosed a disability at any of the FTSE 100 companies. [Read](#)

How can men be more inclusive leaders? Decades of leadership has been defined by top down, however times are changing and so are our workplaces. This article outlines four inclusive leadership strategies male leaders should follow. [Read](#)

Help to close the gender pay gap in the UK. Two new pieces of guidance have been published to support employers identify barriers and develop effective action. They provide new guidance to help employers identify why they have a gender pay gap and act to cut it. [Read](#)

Are you an imposter? While Imposter Syndrome can affect anyone at different times and with varying degrees of severity, InnovateMR found that most of those currently affected (53%) were young, high-achieving, female professionals. [Read](#)

Getting started on disability inclusion? Business Disability Forum have launched a toolkit for organisations who want to know where to start on disability inclusion. [Read](#)

Partnering for new work standards. World Economic Forum is shaping the future of the new economy and society by announcing a cross industry initiative for forward thinking companies. [Read](#)

Get paid \$10,000 to be an ERG leader. LinkedIn announces all global co-chairs of its employee resource groups will be paid from July. [Read](#)

Latest Thinking

You Are A (North) Star!

When did you last listen to yourself? Did you discover anything new or were you drowned by the hustle and bustle of life?

By Suresh Raj, Global Chief Growth Officer, VIRTUE Worldwide



Diversity, equity & inclusion in a post pandemic world

In a post-pandemic world, where does diversity, equity and inclusion now sit? Inclusion is a complex journey with many truths which we are yet to face.

By Devi Virdi, Head of Diversity & Inclusion, Raizup



Rip up the rulebook to improve diversity in recruitment

The recruitment industry has relied on staid recruitment methods for too long, by doing things differently, you can improve diversity and future-proof your business.

By Apiramy Jeyarajah, Head of UK Wholesale, Aviva Investors



[Click Here to Read](#)

Latest Research



The economic case for LGBT+ inclusion



LGBT+ Allies - Guides to help you be a better ally



Stonewall strategy to LGBT inclusion

Report focusing on four Central and Eastern European countries highlighting that LGBTQ+ inclusion can be an important driver to unlocking economic activity.

Source: Open for Business, May 2021

Guides to help people be better allies by providing information on key terminology, LGBT+ history and possible ways to respond to comments and questions.

Source: Fujitsu, May 2021

Stonewall announces their new four year strategy, framed around a world where every LGBTQ+ person are free to be themselves and can live their lives to their best potential.

Source: Stonewall, May 2021

[Click Here to Read](#)

June Inclusion Calendar



Pride month

Every year, Pride Month is marked with parades, parties and events to commemorate the anniversary of the 1969 Stonewall riots, and works to achieve equal justice and equal opportunity for lesbian, gay, bisexual, transgender people.



Carer's Week

7th to 13th June, an annual campaign to raise awareness of caring, highlight the challenges unpaid carers face and recognise the contribution they make to families and communities throughout the UK.

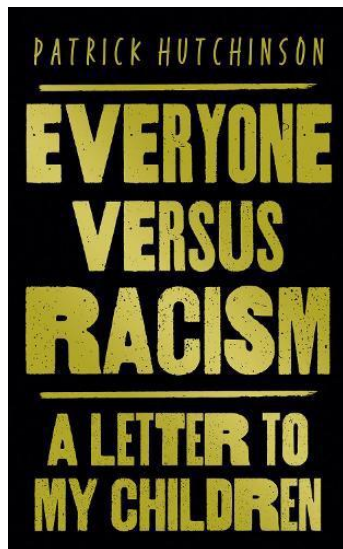


World Refugee Day

20th June, celebrates the strength and courage of people who have been forced to flee their home country to escape conflict or persecution. World Refugee Day is an occasion to build empathy and understanding for their plight and to recognize their resilience in rebuilding their lives.

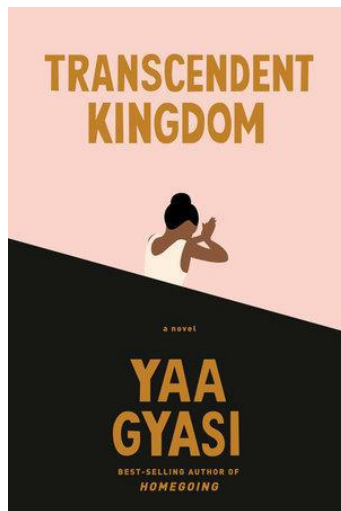
[Click Here to Read](#)

Read



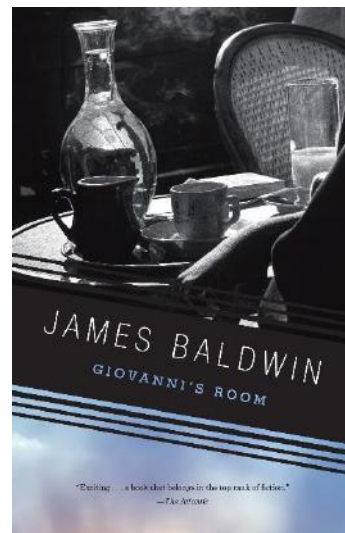
Everyone Versus Racism

A powerful open letter about racism to change the world, by Patrick Hutchinson, the black man, who was photographed carrying a white injured man to safety during a confrontation in London during a BLM march.



Transcendent Kingdom

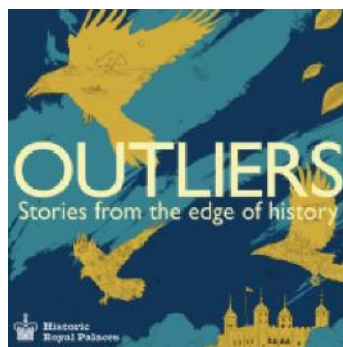
Yaa Gyasi's second novel is a moving portrait of a Ghanaian immigrant family caught up in depression, addiction, grief, faith, science, religion and love. The book has been nominated for the Women's Prize for Fiction.



Giovanni's Room

by James Baldwin. Throwing it back to a Baldwin classic exploring Queer culture. The book focuses on the events in the life of an American man living in Paris and his feelings and frustrations with his relationships with other men in his life.

Listen



Stories from the edge of history

By Historic Royal Palaces. Abir Mukerjee, Royal Clerk to King Henry VIII, is diligent, dedicated, and totally indifferent to the religious changes sweeping the country around him. But when treasures confiscated from a dissolved monastery fall



Self Evident: Asian America's Stories

When does a crowd of people become unsafe? How well will Aston Villa do next season? When is it cost-effective to replace a kitchen? The answers may seem arbitrary but, to Nira Chamberlain, they lie in mathematics.



Nira Chamberlain on how mathematics can solve real-world problems, The Life Scientific

When does a crowd of people become unsafe? How well will Aston Villa do next season? When is it cost-effective to replace a kitchen? The answers may seem arbitrary but, to Nira Chamberlain, they lie in mathematics. You can use

into his hands, he faces a very personal choice.

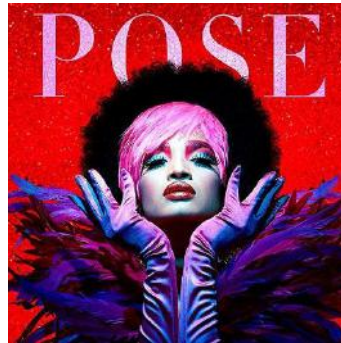
maths to model virtually anything.

Watch



It's not Ok

This film was made by John Lewis' newly formed Black Partner Advisory Group, set up as a consultative body and sounding board to test ideas and contribute to improving the experiences of Black Partners. 'It's not OK' has provided a platform for Black Partners to speak up and educate.



Pose

While New York witnesses the evolution of the ball culture and the rise of the Trump-era, an LGBTQ ball fixture, Blanca, starts her own house and turns mother to a gifted dancer and a sex worker. Catch up with 3 seasons of brilliant LGBTQ drama in preparation for the fourth and final season. Available on Netflix and BBC iPlayer.



The Imitation Game

Turing's work was key in ending WWII, but despite this, he went on to become a victim of institutional, state-sanctioned homophobia, which resulted in his untimely death aged 41. While it is an important moment of recognition, it is also a bittersweet one. Available on Netflix.

Visit

Royal Style in the Making, Kensington Palace

On display will be the wedding dress of Diana, Princess of Wales, on show for the first time at Kensington Palace in 25 years, in addition to a rare, surviving toile for the 1937 coronation gown of Queen Elizabeth The Queen Mother; consort of King George VI.

Health and Happiness Workshop by Art of Living Foundation

The Art of Living brings you this free holistic and integrated workshop called the Health and Happiness which provide unique tools and techniques which help combat stress accumulated in our daily, modern life. Through breathing techniques and meditation taught in this workshop one feels light, energetic and enthusiastic to take on life!

Going Digital: Behavioral Health Tech Summit 2021

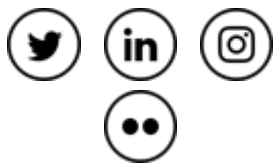
This virtual forum will showcase the changing technological, reimbursement and policy landscape for telehealth and other virtual behavioral health solutions. It will showcase the latest in digital behavioral health tech solutions on the market for consumers, health plans, providers, employers and more.

JOIN OUR FREE COMMUNITY TODAY

Do you wish to contribute? Contact us on info@equalityleaders.com

Thank you for reading our newsletter. If you enjoyed it, please do share with family, friends and colleagues.

Follow us:



[Unsubscribe here](#)

© 2021 Equality Leaders Limited