



*Everything equality, diversity & inclusion for business and lifestyle*

5 August 2021

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## An era for a new kind of leadership



*Saka was consoled by Gareth Southgate after the match. Source: Sky News*

Last month people from across the world showed their support for England's Black players after they were subjected to another night of racist abuse on social media following defeat in the European Championship final. Gareth Southgate, England's Football Manager, said that ensuring his players were supported after the penalty heartbreak was "top of his thinking" in the hours after the final. His style, approach and thoughtfulness as a leader has led to sustainable results on the pitch as well as a positive impact off it.

Southgate led and continues to lead with purpose and investing in his team showing that leadership matters off the pitch as much as on it: it's who you are behind the scenes that counts as much as who you are in the heat of action. But what we find defines his legacy of leadership, is the central tenet of empathy.

"My approach would be to have empathy with people. As a coach, you always have to be there to support the person - improving them as a player becomes secondary to a degree. But if a player feels that you respect them and you want to help them, then they are more likely to listen to you and follow you." - Southgate in 2017

Whether it's sport, business or education, if you're a leader then you have the opportunity to show that there are some things that transcend whatever business we're in – we all have a role to play in proactively creating a more inclusive and fairer society.

You can get in touch with us to share your achievements or discuss any challenges by emailing [info@equalityleaders.com](mailto:info@equalityleaders.com).

## In the News

**Hijab can now be banned at work, rules EU court.** The European Court of Justice has ruled that Muslim women can be sacked for wearing the hijab if they work face-to-face with customers or if it causes conflict in the workplace. [Read](#)

**The FA's Official Statement following the online abuse of England players following the Euro 2020 Final.** "We strongly condemn all forms of discrimination and are appalled by the online racism that has been aimed at some of our England players on social media." [Read](#)

**Why You're So Anxious About Going Back to the Office.** The author offers tips for navigating the shift as smoothly as possible, and to better understand the perspectives of your colleagues and how they may be navigating the transition back, too. [Read](#)

**Black faces in high places: how Simon Woolley revolutionised British politics.** He set up Operation Black Vote in 1996, vastly increasing the number of Black MPs - and later this year becomes the first Black man to head an Oxbridge college. [Read](#)

**Avoiding the Behaviours that turn Nice Employees into Mean Bosses.** Dacher Keltner, a psychology professor who has studied this phenomenon in a variety of professional settings, describes how executives can avoid succumbing to this syndrome. [Read](#)

**Dear CEOs: A Gen Zer's Open Letter to His Future Employers.** Kahlil Greene, a senior at Yale who served as the first Black student body president, takes us inside the conversations amongst Gen Zers deciding where to work. He offers unvarnished advice for today's corporate leaders to build a bridge between generational mindsets and to help them understand what tomorrow's leaders need to succeed. [Read](#)

**Tokyo Paralympics 2020: Majority of Channel 4's presenters will have a disability.** Tokyo 2020 Paralympic Games hosts include wheelchair basketball player Ade Adepitan and former Royal Marine Commando JJ Chalmers. More than 70% of Channel 4's presenters for the Paralympics will have a disability, the broadcaster has announced. [Read](#)

**Formula 1 announces scholarship, apprenticeship, and intern placements for underrepresented groups.** Following the launch of the #WeRaceAsOne initiative last year, Formula 1 set out plans to increase diversity and inclusion across the sport, and today a raft of scholarships, apprenticeships, and intern placements for underrepresented groups have been announced as part of those plans. [Read](#)

**In 'Luca', a Character's Disability Doesn't Define Him.** Pixar's film deftly features a character born without an arm. Here's how a director of "Crip Camp" came to consult on the project. [Read](#)

**Conference confirms resolutions on marriage and relationships.** Following prayerful consideration by the whole Church, the Methodist Conference has voted to confirm provisional resolutions on the principles or qualities of good relating, understanding of cohabitation and same sex marriages conducted on Methodist premises or by Methodist office-holders. [Read](#)

**KPMG boosts Paid Parental Leave to 26 weeks regardless of 'primary' carer status & tenure.** Addressing the accounting firm's paid parental leave scheme, the new CEO has extended it to 26 weeks, with no "primary" or "secondary" carer status and regardless of how long a staff member has been with the firm. [Read](#)

**Swimming hats for Afro hair barred from Olympics as official body says elite athletes 'don't require caps of such size'.** A Black-owned swim brand that creates inclusive swimwear has been rejected from being approved to be worn at the Olympics this summer. [Read](#)

**Paul Pogba removes a bottle of Heineken from a press conference after starring for France as Cristiano Ronaldo's Coca-Cola snub wipes \$4billion off the company's value.** Pogba, who is a devout Muslim, placed a bottle of alcohol-free Heineken under the table at his press conference as soon as he sat down [Read](#)

**Discovering and nurturing new authors.** HQ Creative Inclusion Lab (HQ CIL) has been created with a mission to increase representation and inclusivity, and led by June Sarpong OBE, HQ Creative Inclusion Lab's purpose is to discover and nurture debut authors from underrepresented communities. [Read](#)

**My Pronouns Are She/They. What Are Yours?** A conversation with Lily Zheng, author of Gender Ambiguity in the Workplace, on addressing pronouns openly. [Read](#)

## Latest Thinking

### **Making inclusive leadership the default setting**

Exploring the bedrock of being a good effective leader by knowing your people and making inclusivity part of your organisation's DNA.

**By Colonel Lucy Giles, President Army Officer Selection Board**

### **Are we human or are we data?**

Jatin had the opportunity of meeting Cephas Williams who left him and their audience with a deep but simple thought of "why can't we all be human first?"

**By Jatin Patel, Senior Diversity & Inclusion Manager DLA Piper**

### **My identity and Northern Ireland**

Growing up in a civil war, with images of bonfires to petrol bombs, Kat shares her journey as a proud bi queer woman, the weight of her stories and where we go from here.

**By Kat Denvir, Chair of the LGBT+ Staff Network, Leeds County Council**



[Click Here to Read](#)

## Latest Research

A call for accountability and action. Millennials and Gen Z demand a more equitable and sustainable world, a new report reveals. Includes top 5 key takeaways for business leaders to embed in their organisation.

Source: Deloitte



Equality Act 2010, 10 years on. Equality Act Review, undertakes the most comprehensive review of the Equality Act 2010 to date in the UK.

Source: Equality Act Review



Report looks at disabled people's experiences of accessing food and essentials during the pandemic and reveals recommendations for supermarkets.

Source: Source



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## Spotlight

**Save the date:** Join us on **6 October** for the **Racing for Equality Summit** as we engage in dialogue with executives from across the globe to better understand the role businesses play in enabling change alongside evidence-based approaches to building equitable and inclusive workplaces representative of our communities. Tickets available from 11 August. [Full agenda and speaker line up.](#)

Supported by **Japan Airlines.**

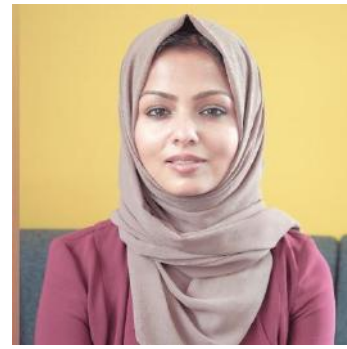
Confirmed to speak:



Dr Sandra Upton  
Vice President  
Global Diversity Practice  
**Cultural Intelligence  
Center**



Dara Nasr  
Managing Director  
**Twitter UK**



Sufia Parkar  
Global Associate Director  
Diversity, Equity & Inclusion  
**McCann Worldgroup**

## August Inclusion Calendar



### International Day of the World's Indigenous People

To raise awareness and protect the rights of the world's indigenous population. This event also recognizes the achievements and contributions that indigenous people make to improve world issues such as environmental protection.

9th August



### Women's Equality Day

Celebrated in the United States on August 26 to commemorate the 1920 adoption of the Nineteenth Amendment to the United States Constitution, which prohibits the states and the federal government from denying the right to vote to citizens of the United States on the basis of sex.

26th August



### International Youth Day

The purpose of the day is to draw attention to a given set of cultural and legal issues surrounding youth. International Youth Day (IYD) gives an opportunity to celebrate and mainstream young peoples' voices, actions and initiatives, as well as their meaningful, universal and equitable engagement.

12th August

[Click Here to Read](#)

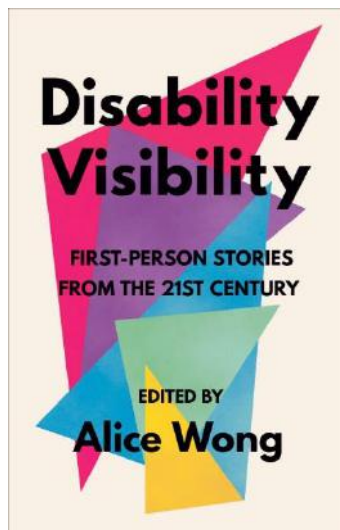
## Read



**Still Breathing: 100 Black Voices on Racism Edited**

By Suzette Llewellyn & Suzanne Packer

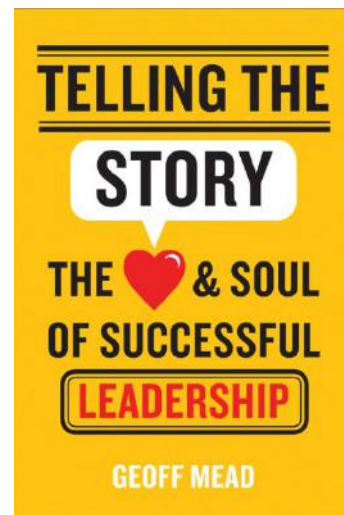
STILL BREATHING assembles a cast of 100 black voices to talk about their experiences of racism in Britain. Actresses Suzette Llewellyn (Eastenders) and Suzanne Packer (Holby City) are joined by musicians, Members of Parliament, poets, artists, athletes, civil servants, doctors, lawyers, and more.



**Disability Visibility: First-person Stories From The Twenty-first Century**

Edited by Alice Wong

One in five people in the United States lives with a disability. Some disabilities are visible, others less apparent—but all are underrepresented in media and popular culture. Activist Alice Wong brings together this urgent, galvanizing collection of contemporary essays by disabled people.



**Telling the Story: The Heart and Soul of Successful Leadership**

By Geoff Mead

Geoff Mead, renowned consultant on the art of narrative leadership, explains how narrative leadership shapes and defines what's possible on an organizational level and challenges leaders to consider how narrative can influence and help create the kind of society they envision.

**Listen**



**Sathnam Sanghera on how modern Britain is shaped by empire, HistoryExtra**

Journalist and author Sathnam Sanghera discusses his new book Empireland, which interrogates everything



**Maria Hinojosa + The Case for Court-Packing, Politically Re-Active with W. Kamau Bell & Hari Kondabolu**

Hari and Kamau talk to Maria Hinojosa, anchor of Latino USA and co-host of In The Thick. In her



**“I Never Let Anything Stop Me”: One Woman Recalls Her Determination To Go To Space, Wally Funk and Mary Holsenbeck**

Wally's lifelong goal was always outer space. More than half a century after

from the objects in our museums and the subjects on our curriculum to the ways we think about race and multiculturalism, to trace the legacy of imperialism in Britain today.

memoir "Once I Was You," she connects the experiences of her Mexican immigrant family to her passion for defending the humanity of immigrants and refugees.

being refused to fly to space as one of the Mercury 13, Wally Funk will be joining the crew on the New Shepard rocket, which will be launching on July 20th, 2021. Aged 82, she's expected to become the oldest person to reach space.

## Watch



### How Diversity Makes Teams More Innovative, A TedX Talk

In a talk that will help you build a better, more robust company, Lorenzo dives into the data and explains how your company can start producing fresher, more creative ideas by treating diversity as a competitive advantage.



### Nadiya Hussain: 'I've wanted to bleach the brown out of me'

Nadiya Hussain has admitted that she previously wanted "to bleach the brown out of me" in a bid to "be like everyone else". The former Great British Bake-Off champion has spoken candidly about her experiences in a new BBC Three documentary called Being British Bangladeshi.



### Uprising, Directed by Steve McQueen

A vivid and visceral three-part series for BBC One examining three events from 1981 - in January, the New Cross Fire which killed 13 black teenagers; in March, Black People's Day of Action, which saw more than 20,000 people join the first organised mass protest by black British people; and the Brixton riots in April.

## Visit

### Sky Arts Lockdown Portraits

During the pandemic, Sky Arts moved to become a free-to-air channel and turned its attention to supporting the UK's cultural recovery. As part of its mission to champion the arts, the channel asked Portrait Artist of the Year finalists to paint some of the UK's leading cultural thinkers.

### Chosen Families with Glamrou: Saturday

Rejoice in the power of intersectionality and celebrate queer diaspora communities with performance, dance, drag and music – plus a special appearance from our Iraqi Muslim drag sensation curator.

### Walk Through British Art

Walk through time and explore artworks from 1545 to the present day. These rooms offer a chronological display of Britain's greatest artists, taken from the collection. Instead of designated themes or movements, the display is arranged by decade, so you can see an array of art made at any one moment.

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