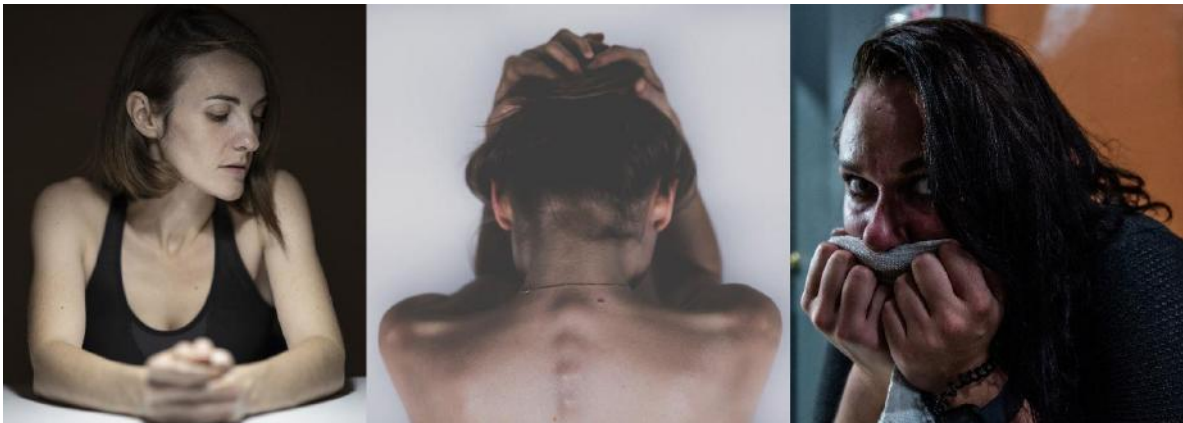




Everything equality, diversity & inclusion for business and lifestyle

1 October 2021

Why we should be talking about the 'M' word in the workplace



Almost a million women in the UK have left their jobs because of menopausal symptoms. Countless others are discriminated against, denied support and openly mocked. A 2019 survey from Bupa and the Chartered Institute of Personnel and Development (CIPD) found that 59% of working women aged 45 to 55 who were experiencing the menopause reported that it had a negative impact on them at work, with the most common issues including a reduced ability to concentrate, and feeling more stressed and less patient with clients and colleagues. The same survey estimated that 900,000 women had so far left their jobs, due to menopausal symptoms.

Under existing law, menopausal women are protected because age, sex and disability are protected characteristics under the 2010 Equality Act. But because menopause is not specifically protected, women have to pick the characteristic they want to take a case under. Kale takes an in-depth analysis of the mental health impact this takes on women, [read here](#).

The World Health Organisation (WHO) and the International Menopause Society designated October as World Menopause Month. If we want to continue to move the needle on the number of women in leadership roles and maintain their valuable contributions to a company's bottom

line, we need to be more open about what menopause is and how it affects both individuals and organisations.

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

In the News

Michaela Coel wins her first Emmy Award

On 19th September, Michaela Coel — its creator, writer, co-director and star — won her first ever Emmy Award, for limited series writing. That also made her the first Black woman to win in that category. In her acceptance speech, Coel told the audience to “write the tale that scares you, that makes you feel uncertain, that isn’t comfortable.” [Read](#)

A new sports star showcases the diversity of a more complex Britain

Emma Raducanu, 18, galvanized the nation with her triumph in the U.S. Open, drawing congratulations from royalty and inspiring pride in her hometown outside London. [Read](#)

Why I blew the whistle on racism at Pride

When a senior black director of Pride In London resigned in February, he sparked the continuation of a debate that has riven LGBT+ communities for decades. Here, he explains why every wing of the fight for equality must stand as one and how the Pride movement still fails its non-white members. [Read](#)

Lashana Lynch, the first female 007: ‘I never had a plan B’

Lashana Lynch, star of the new Bond movie, on ninja training, doing her own stunts and why now’s the time for an agent who’s a ‘real woman’. [Read](#)

7 Leadership lessons men can learn from women

Although the majority of people at the top of organisations are men, studies show that it is actually women who have what it takes to effectively lead. So, rather than advising female executives to act more like men to get ahead, society would be better served by more male leaders trying to emulate women. [Read](#)

A brilliant role model’: CBeebies hires first presenter with down’s syndrome

20-year-old actor George Webster says he is ‘so proud’ to be joining the BBC channel, having previously made a video on the misconceptions around the genetic condition. [Read](#)

Choosing to be a ‘non-political’ company means choosing to be anti-Black

Mimi Fox Melton, CEO of Code2040, explains why the non-profit will no longer partner with companies that have decided to “opt out” of politics. [Read](#)

How to make diversity, equity and inclusion a reality at work — not just a mission statement

Creating workplaces that work for everyone is about far more than public displays on social media, diversity recruiting initiatives and one-and-done anti-bias and anti-harassment training. If we all start being the allies we want to be, to show up and for our colleagues, to do the work, we can drive lasting and meaningful change. [Read](#)

How accent discrimination has impacted my life

Hearing about the way we judge regional accents and dialects in Britain – a country still steeped in its class system – piqued the author's interest. As an island nation obsessed with class, we Brits have an interesting relationship with accents. [Read](#)

Black and Asian police officers denounce new recruitment campaign as 'a chance of a lifetime missed'

Speaking exclusively to Eastern Eye, Inspector Andy George said the NBPA was "very concerned" that not one single police force was representative of the communities it protected and served. The figures were obtained under freedom of information and publicly available national data. [Read](#)

How to use your privilege to even the playing field

By Gorick Ng. Privilege is defined as "a special right, advantage, or immunity granted or available only to a particular person or group." The key word here is "granted." Privilege can be shared. But it can only be shared by someone who already has it. [Read](#)

The hidden cost of D&I work, and what to do about it

D&I, racial equity, and antiracist work is not meant to be comfortable. There is a physical and spiritual cost, particularly for those doing racial justice work while also personally navigating racism's many impacts in their own lives, communities, country, and non-profits. [Read](#)

12 Common words and phrases you may not realise are ableist

In 2020, Google searches for "ableism" doubled. That's good news. In order to grow, we must first recognise that there's a problem. If you want to know more about how to eliminate ableism from your life, a good starting point is avoiding ableist language. Here, you'll find a list of words and phrases that have ableist connotations. [Read](#)

A diverse workforce produces a healthy and profitable company

The concept of diversity is not new. Many companies routinely seek input from a variety of sources in order to create services and products that serve their global customers. What is often overlooked, however, is the makeup of the workforce that is creating these products and services. [Read](#)

Female directors still being paid a small fraction of their male counterparts

Female directors at the UK's biggest companies are still being paid a fraction of the amount their male counterparts receive, new research shows, underlining the pay gap that still exists between men and women in Britain's boardrooms. [Read](#)

D&I Jobs

Director, Diversity, Equity & Inclusion. Exciting opportunity for an experienced Diversity Equity & Inclusion Director to lead the way in shaping and driving the DE&I agenda for **King** in alignment with Activision Blizzard DE&I strategy. Based out of London or Stockholm. [Apply.](#)

Vice President, Diversity & Inclusion. Lego are seeking a passionate and experienced senior 'Diversity and Inclusion (D&I)' leader that shares their ambitions to "build a diverse organization with a unique sense of belonging to reach and inspire every child in the world with LEGO® play experiences.". Based out of UK or Denmark. [Apply](#)

Director - Global Equity, Diversity and Inclusion. This executive position will be based outside the United States with **Boeing**, covering all international regions and will report into the VP of Global Equity, Diversity and Inclusion. [Apply](#)

Head of Equality, Diversity & Inclusion, Kaplan are looking for a passionate Head of Equality, Diversity and Inclusion to inform strategy and take on the operational development and implementation of Pathways strategic EDI objectives, driving forward our approach to inclusion. [Apply](#)

Head of Diversity & Inclusion. This role with **Savills** will focus on ensuring a truly inclusive environment for all by supporting the business in the design and implementation of strategies to increase diversity at all levels and to provide a platform for everyone to be the best they can be. [Apply](#)

Latest Thinking

Helping women get through it

Menopause must not be a career pause for women, organisations were surveyed to understand the workplace behaviour towards menopause and the organization's support for women to navigate the challenges.

By Sevashree Mohapatra, Head of Corporate Communications, South Asia, SEUZ



What does Black History Month mean to me?

A personal reflection on why Black History month is needed and how Oge is using this platform to drive impactful change. Looking back at the last 18 months and the re-ignition of Black Lives Matters in the UK and across the globe.

By Oge Ejizu, Anti-Racism Programme Manager Inclusion and Diversity, BritishRedCross



Has the time for conscious collaboration finally arrived?

Exploring how we can use conscious collaboration to re-think the way we work, guided by purpose and compassion to achieve racial equality. Includes action point to do things differently.

By Minaxi Mistry, Founder & CEO, Equality Leaders



[Click Here to Read](#)

Latest Research

Pay, progression and women of colour review

Report delivers vast research and evidence into the multitude of barriers women of colour face in the workplace, highlighting underrepresented women in management, senior leadership positions, the structural oppressions and systemic disadvantages leading to their underrepresentation.

Source: Fawcett Society, September 2021



Toolkit for Ethnicity Pay Gap Reporting

A guide for UK employers, including the opportunities, challenges, why it is essential and how to report and act on ethnicity pay. It includes a legal framework with watchpoints giving employers a step by step guide for the moral case for pay fairness across all ethnic minority groups in the UK.

Source: CIPD, September 2021



The race conversation

A toolkit created to assist organisations to have open and honest conversations about race, how to work through it, break barriers and learn how to overcome obstacles through practice, attention and most importantly, intention. A great places to initiate conversations as a starting point to drive change.

Source: Standard Chartered, December 2020



[Click Here to Read](#)

October Inclusion Calendar



World Menopause Month

World Menopause Month raises awareness of the stage in a woman's life when she stops menstruating. It helps women understand the possible health issues associated when approaching, during, and after menopause.

1 - 31 October



Intersex Awareness Day

October 26, 1996 marks the anniversary of the first public demonstration by intersex people in the United States. Today, intersex people and our allies are following in their footsteps, organising in cities around the U.S., and around the world.

26 October



National Mentoring Day

National Mentoring Day recognises and celebrates the benefits of mentoring. The day was created by Chelsey Baker, an award-winning business mentor to help encourage and celebrate mentoring in all its forms.

27 October

[Click Here to Read](#)

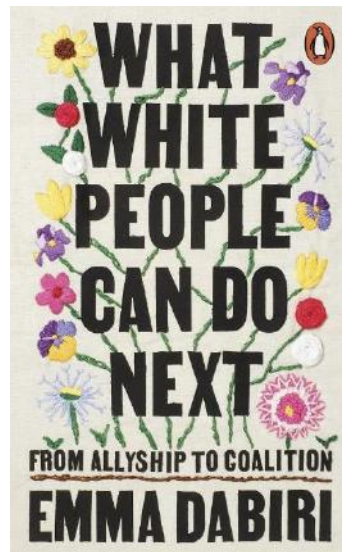
Read



Before the Coffee Gets Cold

By Toshikazu Kawaguchi

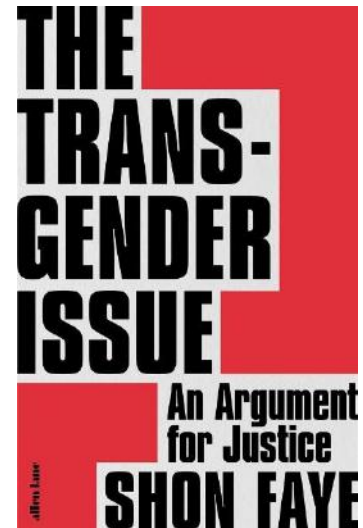
Beautiful, moving story - translated from Japanese by Geoffrey Trousselot - explores the age-old question: what would you change if you could travel back in time? More importantly, who would you want to meet, maybe for one last time?



What White People Can Do Next: From Allyship to Coalition

By Emma Babiri

When it comes to racial justice, how do we transform demonstrations of support into real and meaningful change? With intellectual rigour and razor-sharp wit, Emma Dabiri cuts through the haze of online discourse to offer clear advice.



The Transgender Issue: An Argument for Justice

By Shon Faye

The Transgender Issue is a landmark work that signals the beginning of a new, healthier conversation about trans life. It is a manifesto for change, and a call for justice and solidarity between all marginalised people and minorities.

Listen



The Argument, The New York Times



Call In

Call In is a bi-weekly podcast hosted by Good



The Inclusive AF Podcast

We are Jackye Clayton and Katee Van Horn- two

Jane Coaston has spent years on the receiving end of diversity initiatives, and for that reason, she's skeptical. To debate D&I programs efficacy, she brought together Dr. Sonia Kang and Lily Zheng to argue what works and doesn't when it comes to making workplaces fair for all.

Guys Podcasts' Chris Riback (former 60 Minutes and ABC News) and D&I strategist Dr. Alexandria White of ReBoot Accel. It tackles DEI issues in the news and breaks down the practical steps that leaders can and should take to manage any organisation in today's world – when to “call in” and when to “call out”.

diversity & inclusion peeps who love both what we have in common, and what makes us different. The Inclusive AF Podcast is a place where you get to hear real, authentic, and sometimes tough discussions on issues that are important to various communities.

Watch



Shang-Chi and the Legend of the Ten Rings

Starring Simu Liu, is Marvel's first solo film led by an Asian hero. Featuring a mostly East Asian cast, the movie has already ignited conversation about whether it could equal the cultural significance of Black Panther. To watch, take a trip to your local cinema.



The link between menopause and gender inequity at work

Hot flashes, joint pain, anxiety, depression, difficulty sleeping -- these unforgiving menopause symptoms directly impact work but often go overlooked and under-discussed. Andrea Berchowitz gives practical advice on how to create a menopause-friendly work culture.



The Illusion of inclusion for an Individual

Alexander Sherman was born in Tampa, Florida. For the past twenty years he has been trying to impact people and communities wherever he goes. The topic of his Ted Talk is related specifically to autism spectrum disorders (ASD) in people, schools, and communities.very intentional.

Visit

Halloween Wild Raven Walk

Take the family on a magical tour of Hillsborough Castle, as you walk through the gardens to discover a spooky side of this historic building. Walk lasts approximately 40 minutes and visitors are encouraged to book their tickets in advance.

Lightfield Exhibition

Lightfield, a new light exhibition by W1Curates and British-American artist Anthony James, is on display at Marble Arch beneath the Mound, until December 2021. It is all controlled by a single computer 'brain' and has an interactive element which allows the light to

Mulan Rouge

The Vaults, with ShayShay, have taken the wonderful worlds of Disney's Mulan and Baz Luhrmann's Moulin Rouge and crashed together a drag-tastic parody - fusing comedy, burlesque and a feast to boot. This is a cabaret of fabulous kings and queens, set to take you on Mulan's journey of

follow visitors as they walk through Lightfield.

self-discovery; and where better to make that discovery than the Mulan Rouge!

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