

Racing For Equality Swag Bag

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A thank you note...

Equality Leaders would like to thank you for joining us at our Racing for Equality Summit.

We hope you found it to be a valuable and enriching knowledge-sharing experience providing you with actionable steps to make change happen.

You can find recordings of our Race Summit available now on YouTube.

Together with our partners and speakers, we have curated this 'Swag Bag' of resources to further support your continued learning.

Yours in lifelong learning,

The team at Equality Leaders

Minaxi, Dylan, Maiyora, Rebecca, Acar, Raj, Kanish, Dilan



Continue your learning

[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.

[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. Source: CIPD.

[How to have conversations about race](#) - 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. Source: Standard Chartered.

[Race in the Workplace: The Black Experience in the US Private Sector](#) - This report explores Black workers in the private sector in three parts: first, their participation in the entire US private-sector economy; second, their representation, advancement, and experience in companies; and third, a path forward that includes the key challenges to address, actions companies can take, and additional actions for a wider set of stakeholders to accelerate progress on diversity, equity, and inclusion (DE&I). Source: McKinsey

Continue your learning

cont'd

[Antiracism Guide for Line Managers](#) - Advice for line managers on how they can play their part in tackling racism in their organisation. Source: CIPD.

[Inclusion & Diversity Report July 2021: Cultivating Inclusion](#) - In this report, Twitter share their progress in achieving inclusion and equity as well as offer actions still needed to make change happen. Source: Twitter.



Our top 10 recommended reading:

1. Maybe I Don't Belong Here: A Memoir of Race, Identity, Breakdown and Recovery - *written by David Harewood.*
2. What White People Can Do Next: From Allyship to Coalition - *written by Emma Dabiri.*
3. How to be an Inclusive Leader - *written by Jennifer Brown.*
4. The Wake Up: Closing the Gap Between Good Intentions and Real Change - *written by Michelle Mijung Kim.*
5. Brit(ish): On Race, Identity and Belonging - *written by Afua Hirsch.*
6. How to Argue with a Racist: History, Science, Race & Reality - *written by Adam Charles Rutherford.*
7. Leading with Cultural Intelligence - *written by David Livermore.*
8. How To Be An Antiracist - *written by Ibram X. Kendi.*
9. The Ethical Sellout - *written by Lily Zheng and Inge Hansen.*
10. Still Breathing: 100 Black Voices on Racism - *edited by Suzette Llewellyn & Suzanne Packer.*



5 Podcasts you should be listening to

[Code Switch](#) - Hosted by journalists of color, the podcast tackles the subject of race with empathy and humor. Exploring how race affects every part of society — from politics and pop culture to history, food and everything in between.

[Call In: Helping Leaders Navigate Today's Cancel Culture](#) - A podcast tackling DEI issues in the news and breaks down the practical steps that leaders can and should take to manage any organization in today's world – when to “call in” and when to “call out”. Given today's cancel culture, the ability to confidently exercise inclusive leadership is imperative.

[Inclusion Works](#) - A podcast exploring the secrets of building an inclusive culture at work and in the community, featuring practical advice from the movers, shakers and changemakers bringing fresh thinking to the inclusion debate.

[Minority Report Podcast](#) - Highlighting people of color, women & LGBTQ+ leaders within business, media, and tech.

[Diversity & Inclusion: Revolution or Reform](#) - Hosting conversations pushing beyond "Diversity and Inclusion" towards Equity, Justice, & Collective Liberation.



Our suggestions to watch

[Building Antiracist and Compassionate Workplaces](#) - In these short videos black HR professionals share their lived experiences and talk about the change that is needed to combat workplace racism. Source: CIPD.

[Kids Explain Intersectionality](#) - Source: YouTube.

[Netflix Culture: Allyship](#) - Your colleagues are not just your colleagues. They are also human beings that live in a complex world. Be curious, be empathetic, and be an ally. Source: YouTube.

[What is white privilege](#) - In this bitesize brief, John Amaechi discusses white privilege. Source: BBC.

[Inclusion Revolution](#) - A TEDx Talk by Daisy Auger-Domínguez who invites us to consider why creating workplaces where everyone feels heard, valued and seen is hard, complex and at times emotionally triggering. Source: YouTube.

Launching our newest learning experience

Co-creating listening spaces with expert-led facilitation to learn, collaborate, self-reflect, and enable impactful change together is our vision.

Each of us has an obligation to educate and engage to re-build a more equitable world. Combining a balance of learning and self-reflection, our Co(Labs) programme is actionable and social.

Register your interest by emailing dylan@equalityleaders.com

CO ((LABS))

CO-CREATING LISTENING CIRCLES

Get in touch

We curate and deliver tailor-made training for our clients, offering a blended approach to learning that works uniquely just for them. No matter where you are on your journey, we provide learning solutions facilitated by our handpicked team of expert trainers.

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