



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

1 December 2021

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## 12 scoops to wrap up the year



As the year draws to a close and we reflect back on our past 12 months, we'd like to take this opportunity to share some milestones we've achieved together with you as your lifelong learning partner. Diversity and inclusion remain our bedrock and we continue to work tirelessly towards making diversity, equity and inclusion your everyday.

Looking to the future, we remain dedicated to accelerating learning journeys, crafting spaces for bold and inclusive conversations, and we will continue to provide the resources and tools to innovate equitable outcomes.

Thank you for being a part of our network and making our work possible. This year we have:

- Launched our cross-industry Masterclasses for [Building your Diversity, Equity and Inclusion Strategy](#). Next stop is Dublin, we look forward to seeing you there
- Launched our newest learning experience programme, [CO\(\(Labs\)](#). Have you booked your seat?
- Expanded our [Virtual Summit](#) programme which will deliver disruptive thinking

In the spirit of the festive holidays, our team has handpicked 12 pieces to wrap up this year, and we hope you enjoy them as much as we have.

We will be back in February 2022 with our re-newed newsletter. Till then, stay safe.

## Day 1

Our [CO\(\(Labs\)\)](#) programme co-creates listening circles with expert-led facilitation to unlearn, collaborate and self-reflect, enabling impactful change together. Over the course of six weeks, we'll explore core ED&I concepts and support you in developing an actionable framework as you work through the three PODS of this virtual programme. [More details](#)



## Day 2

Join us at the [Humanising the Hybrid](#) Summit as we engage in dialogue with today's leaders and those of the future, to better understand how they are disrupting the status quo to enable a new era of work. [More details.](#)

A promotional banner for the 'Humanising the Hybrid Virtual Summit'. The background is dark blue with a pattern of small white dots. The text is white and purple. The Equality Leaders logo is in the top right corner.

**Humanising the Hybrid  
Virtual Summit**

Amplifying disruptive thinking  
to build an inclusive future of work

27 January 2022

**LE**  
equalityleaders.com

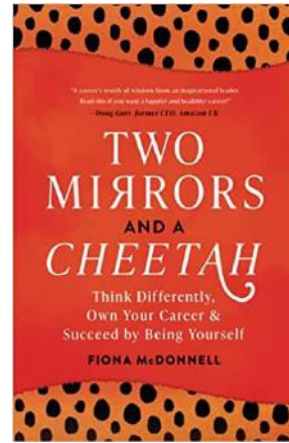
## Day 3

In this limited series The **Brown Table Talk Podcast**, friends Mita Mallick & Dee Marshall share stories and offer practical advice on how Women of Color can go beyond just surviving, and start thriving in their organizations. They also speak directly to allies on how they can be showing up for all of us. Listen on [Apple](#) or [Spotify](#)



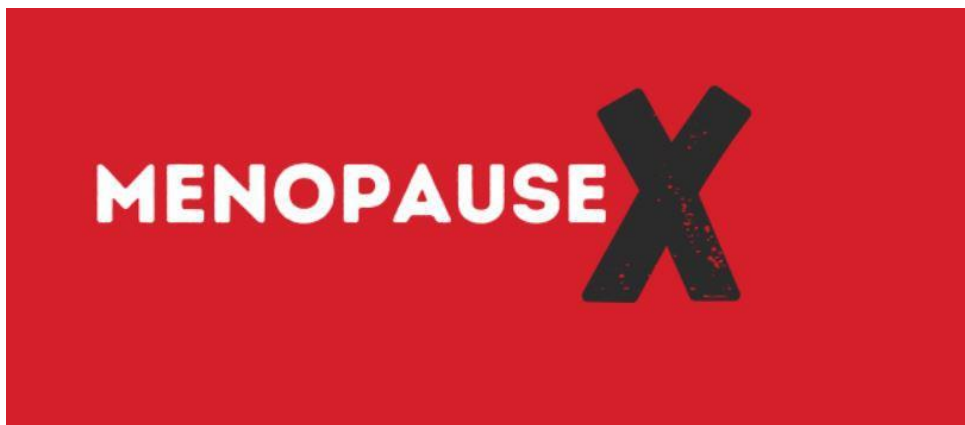
## Day 4

**Two Mirrors and a Cheetah:** Think Differently, Own Your Career and Succeed by Being Yourself by Fiona McDonnell. Career and management development in one. An inspirational and thought-provoking read, the book uses storytelling to help you to understand what you need in order to feel fulfilled in your career. It helps sharpen your leadership skills to create inclusive environments for your teams to succeed too. Available on Amazon and other online retailers. [Read](#)



## Day 5

A groundbreaking collaboration with menopause experts and Women in Data providing cutting edge data insights and bridging data gaps that exist in the UK. The cross-collaboration will generate insights; demonstrate the cost of menopause to the economy, and in turn, improve the health and well-being of menopausal women. [Get involved.](#)



## Day 6

In a TedXTalk, Janet Stovall, shares a three-part action plan for creating workplaces where people feel safe and expected to be their unassimilated, authentic selves in “**How To Get Serious About Diversity & Inclusion in the Workplace**”. [Watch](#)



## Day 7

**A White Guy Confronting Racism** written by Jared Karol. Jared shares stories of shedding, dismantling, and unlearning much of what he was taught (or not taught) about race and racism growing up. Rather than tell us what to do, Jared invites and challenges us to do the deep, vulnerable, self-reflective work of figuring who we want to be in the racial justice struggle—trusting that “what to do” will emerge from there. [Read](#)

# A WHITE GUY CONFRONTING RACISM

## Day 8

**House of Gucci** starring Queer icon Lady Gaga, is inspired by the shocking true story of the family empire behind the Italian fashion house of Gucci. Spanning three decades of love, betrayal, decadence, revenge, and ultimately murder, we see what a name means, what it's worth, and how far a family will go for control. Available to rent on Amazon Prime, iTunes, GooglePlay and other platforms. [Watch](#)



## Day 9

**Inclusion Catalyst** brings diversity leaders to the table to hear about current issues in diversity, inclusion, and equity, deconstructing complex social justice issues to showcase the best practices in our workplaces and our communities. They explore diversity, inclusion, equity, social & environmental justice and strive to re-define organizational culture. [Listen](#)



## Day 10

**Defining the skills citizens will need in the future world of work** is a piece of research by the McKinsey Global Institute who have looked at the kind of jobs that will be lost, as well as those that will be created, as automation, AI, and robotics take hold. And it has inferred the type of high-level skills that will become increasingly important as a result. [Read](#)

### Self-leadership

#### Self-awareness and self-management

- Understanding own emotions and triggers
- Self-control and regulation
- Understanding own strengths
- Integrity
- Self-motivation and wellness
- Self-confidence

#### Entrepreneurship

- Courage and risk-taking
- Driving change and innovation
- Energy, passion, and optimism
- Breaking orthodoxies

#### Goals achievement

- Ownership and decisiveness
- Achievement orientation
- Grit and persistence
- Coping with uncertainty
- Self-development

## Day 11

**"The Harder They Fall"** is a western with an all-Black cast led by King, Stanfield, Idris Elba, Jonathan Majors, Delroy Lindo and Zazie Beetz. The film concerns itself not with what its few White characters think but with what its central Black characters do. Casting Black actors in period pieces isn't diversity. It's history.

[Watch on Netflix](#)



## Day 12

**How the One-Armed Sister Sweeps Her House** is the powerful, intense story of three marriages, and of a beautiful island paradise where, beyond the white sand beaches and the wealthy tourists, lies poverty, menacing violence and the story of the sacrifices some women make to survive. [Read](#)



Finally, we want to take this opportunity to thank you for your support throughout the year. The success of our work is built on the efforts of our clients, partners, members and followers, and in this past year, we have enjoyed many successes. Thank you for the dedication that each one of you has shown us.

We offer our best wishes and happiness to you and your families as we all look forward to 2022. Until then, we wish you a festive holiday and a Happy New Year.

Thank you for reading our newsletter. If you enjoyed it,  
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