



Everything equality, diversity & inclusion for business and lifestyle

5 November 2021

Why we're celebrating men this month



On November 19 it will be International Men's Day. Many people will be left wondering why men need a special day, when every day could be considered male. These types of official days tend to acknowledge and celebrate the 'underdog', and so this November celebration may raise an eyebrow.

What is possibly dusted under the rug, is that three times as many men as women die by suicide. Middle-aged men (40-49) have the highest suicide rates in the UK. In general, men report lower levels of life satisfaction than women according to the Government's national wellbeing survey.

Conforming to society's idea of what a man should be, some people refer to this as toxic masculinity. In some situations, this is unhelpful as it can perpetuate the association between toxicity and some male traits that aren't toxic.

Thus, the month of November is important for the masculine soul. It gathers several events that are important to men. Movember is the month we focus on raising money for men's health. On November 20 we celebrate International Children's Day which then forms 48 hours of celebration for men and children, and the special relationship they share.

CO((LABS))

CO-CREATING LISTENING CIRCLES

Announcing our newest learning experience, CO((Labs)) is a co-creating listening circle with expert-led facilitation to unlearn, collaborate, self-reflect, and enable impactful change together. Each of us has an obligation to educate and engage our peers to re-build a more equitable world. Find out more and how to get involved [here](#).



In the News

The Problem with “Greedy Work”

Covid-19 has forced millions of people to work from home while juggling caregiving and other commitments. Is this making work more flexible or less? In this interview, Harvard economist Claudia Goldin outlines what she calls “greedy work”. [Read](#)

Diversity at work starts with concrete goals. This manager’s pledge provides an easy starting point

In workplaces nationwide, women of colour need frank talk and honest advice on how to deal with microaggressions, heal from racialized trauma, and find relief from invisible workplace burdens. [Read](#)

Meet the computer scientist and activist who got Big Tech to stand down

Joy Buolamwini's research helped persuade Amazon, IBM, and Microsoft to put a hold on facial recognition technology. Through her non-profit Algorithmic Justice League, she's now battling AI bias in other realms. [Read](#)

DC fans react to Superman coming out as bisexual: 'Some real important stuff going on in the comics world today'

DC fans are rejoicing the news of new Superman Jon Kent coming out as bisexual. The comic company says the superhero's sexuality will be revealed in the 9 November issue of Superman: Son of Kal-El. [Read](#)

Lego to remove gender bias from its toys after findings of child survey

Lego has announced it will work to remove gender stereotypes from its toys after a global survey the company commissioned found attitudes to play and future careers remain unequal and restrictive. [Read](#)

Citi's new head of diversity wants to shake up Wall Street: 'What gets measured gets achieved'

For over a decade, Erika Irish Brown abided by a mantra during her time working on Wall Street: "What gets measured gets achieved." Now, in her recently assumed role as the head of diversity, equity, and inclusion at Citi, she's applying that same philosophy to drive results. [Read](#)

Wales will be first UK nation to make teaching of black histories compulsory

Wales is set to become the first UK nation to make the teaching of black, Asian and minority ethnic histories compulsory in the school curriculum. Teaching of the topic will be a mandatory part of the new Curriculum for Wales from September 2022. [Read](#)

The weaponization of employee resource groups

Tech companies use ERGs as tools to foster inclusion and support workers. Looking back, Jared Jones sees the ERG as being "wildly successful" in terms of its impact on hiring, retention, career development and pay practices at GitHub. [Read](#)

How is the future working for you?

The past 18 months have led to a radical shift in the world of work. In their 2021 Resetting Normal research, Adecco dive into the complexities surrounding the future of work, from burnout to hybrid working models and beyond. [Read](#)

Is empathy the most important leadership skill for future-fit leadership?

Empathy has always been a critical skill for leaders, but it is taking on a new level of meaning and priority. But as we go through tough times, struggle with burnout or find it challenging to find happiness at work, empathy can be a powerful antidote and contribute to positive experiences for individuals and teams. [Read](#)

First woman in the Business Roundtable's nearly 50-year history to serve as its chair.

Mary Barra, chief executive officer of General Motors, will begin a two-year term as head of the Business Roundtable in January. She will be the first woman to lead the Business Roundtable. [Read](#)

Defining the skills citizens will need in the future world of work

To future-proof citizens' ability to work, they will require new skills—but which ones? A survey of 18,000 people in 15 countries suggests those that governments may wish to prioritize. [Read](#)

The weaponization of employee resource groups

Tech companies use ERGs as tools to foster inclusion and support workers. Sometimes, however, ERGs have the opposite effect. [Read](#)

How to Measure Inclusion in the Workplace

From new research, Gartner developed the Gartner Inclusion Index to measure what true inclusion looks like across an organization. The authors outline how to use the Gartner Inclusion Index to measure employee perceptions of inclusion, what effective action looks like from leaders, and common pitfalls to avoid. [Read](#)

A 101-guide: Types of Diversity in the Workplace You Need to Know

A deeper dive into the distinct characteristics that make each and every one of us unique from one another. While diversity encompasses the spectrum of infinite dissimilarities that distinguish individuals from one another, there are a few areas that are more commonly discussed in the HR and recruiting realm. [Read](#)

November Inclusion Calendar



Stress Awareness Day

This day aims to identify and reduce the stress factors in your life. Millions of people in the UK experience stress and it is damaging to our health. National Stress Awareness Day is a great opportunity to take a moment to think



Intersex Day of Solidarity

Intersex Day of Solidarity, also known as Intersex Day of Remembrance, takes place on November 8. The Day marks the birthday of Herculine Barbin, a French intersex person whose memoirs were later published by the



International Men's Day

A day that is celebrated around the world in at least 60 countries. The three core themes for International Men's Day in the UK are: making a positive difference to the wellbeing and lives of men and boys; raising

about our wellbeing and find advice or support on managing stress.

3rd November

philosopher Michel Foucault, along with contemporary texts and a later fictionalized account.

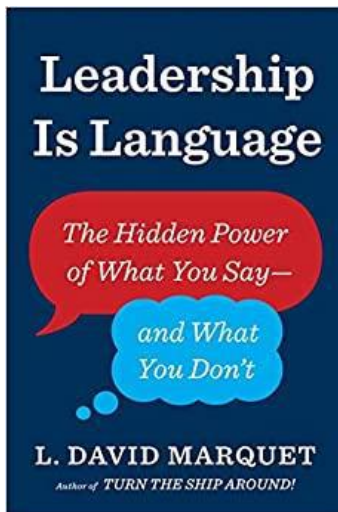
8th November

awareness and/or funds for charities supporting men and boys' wellbeing; and promoting a positive conversation about masculinity.

19th November

[Click Here to Read](#)

Read



Leadership Is Language: The Hidden Power of What You Say and What You Don't

by L. David Marquet

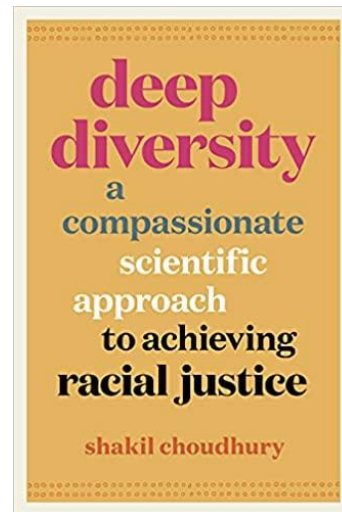
In *Leadership Is Language*, Former US navy captain David Marquet expands on his bestselling leadership book *Turn the Ship Around!* and shows managers and leaders the next step in their development: how to enable their team through communication.



Right Within: How to Heal from Racial Trauma in the Workplace

by Minda Harts

Filled with Harts' signature wit and warmth, *Right Within* offers strategies for women of color to build confidence, banish imposter syndrome, and move beyond past triggers they may not even know still cause pain.



Deep Diversity: A Compassionate, Scientific Approach to Achieving Racial Justice

by Shakil Choudhury

In *Deep Diversity*, award-winning racial justice educator Shakil Choudhury explores the emotionally loaded topic of racism using a compassionate, scientific approach that everyone can understand—whether you are Black, Indigenous, a person of color (BIPOC), or white.

Listen



David Ryan Barcega Castro-Harris, Founder at Amplify RJ: teaching restorative justice

In episode 108 Erik and Kerel chat with David Ryan Barcega Castro-Harris, Founder at Amplify RJ. We cover a wide range of topics with David including his family background, why he leans into using five names, what is restorative justice and much more.



Busy being Black
by Josh Rivers

Busy Being Black is the award-winning podcast exploring how we live in the fullness of our queer Black lives. It is a growing compendium of queer Black voices, an oral history project and conversations with those who have learned – and are learning – to thrive at the intersections of their identities.



Diversity & Inclusion: Revolution or Reform

Healing Justice Practitioner Connie Ni Chiu (and/now collective) & Restorative Justice Practitioner David Ryan Barcega Castro-Harris (Amplify RJ) host conversations pushing beyond "Diversity and Inclusion" towards Equity, Justice, & Collective Liberation.

Watch



The Greatest Showman | "This Is Me" with Keala Settle

Inspired by the imagination of P.T. Barnum, The Greatest Showman is an original musical that celebrates the birth of show business & tells of a visionary who rose from nothing to create a spectacle that became a worldwide sensation

[Watch](#)



Disabling Ableism: The Modern Pathway to Inclusion | Alycia Anderson | TEDxSouthLakeTahoe

This talk focuses on shifting perceptions of what is perceived possible by disabling ableism, a social prejudice against people with disabilities based on the belief that typical abilities are superior.

[Watch](#)



Everybody's Talking About Jamie

Jamie New is a 16-year-old who doesn't quite fit in. Instead of pursuing a traditional career, he dreams of becoming a drag queen. Uncertain about his future, Jamie knows one thing for sure -- he's going to be a sensation.

[Watch](#)

Visit

WoW London Day Passes 2022

Each year, to mark International Women's Day on 8 March, world-class speakers, activists and performers come together for WOW – Women of the World Festival.

Deep Diversity: Fireside Chat with Adam Kahane

This book is required reading for anyone interested in building a loving, just and diverse world. Choudhury draws on heart-touching stories, research on the brain, and hard-won lessons from real-world

Summer Exhibition 2021 at the Royal Academy of Arts

Taking place since 1769, the Royal Academy of Arts' famous Summer Exhibition brings together artwork in all its forms from big names and emerging stars. You can view works by incredible artists, or treat yourself to your very own artwork to take home, all based around theme "Reclaiming Magic"

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