



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

2 September 2021

## Knowing and showing our differences



When the Olympic Games began, their champion nations were colonial powers whose belief in the primacy of the white male was steadfast. “An Olympiad with females would be impractical, uninteresting, unaesthetic, and improper,” Baron Pierre de Coubertin, the father of the Olympic movement, said before the first Games in 1896. 125 years later, it’s safe to say we’ve made some progress. In Tokyo, the slogan for diversity and inclusion is “Know Differences, Show Differences,” and the International Olympic Committee branded the 2021 edition as *“the first ever gender-balanced Olympic Games in history.”*

For the first time since the IOC changed its rules in 2004 to allow transgender athletes to compete: there are not one but three openly trans athletes representing their respective countries in Tokyo. The Refugee Olympic Team (EOR) participated at the Olympic Games Tokyo 2020 with 29 athletes competing in 12 sports, sending a message of hope and solidarity to the over 80 million forcibly displaced people in the world. Safe to say, this was a watershed moment in sporting history.

**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

### **India's Covid-19 pandemic and the great gender divide**

Since March 2020, India's unemployment surge has disproportionately befallen women. Women's labour force participation has fallen to 11%, compared to 71% for men. Only the fortunate could work from home; the rest, who mostly work in the informal sector, could not. And the line that divides which occupations were susceptible to home-based work cut through classes as neatly as it did genders. [Read](#)

### **Nasdaq to advance diversity through new proposed listing requirements**

Nasdaq today filed a proposal with the U.S. Securities and Exchange Commission to adopt new listing rules related to board diversity and disclosure. If approved by the SEC, the new listing rules would require all companies listed on Nasdaq's U.S. exchange to publicly disclose consistent, transparent diversity statistics regarding their board of directors. [Read](#)

### **It's time for leaders to get real about hybrid.**

Employers are ready to get back to significant in-person presence. Employees aren't. The disconnect is deeper than most employers believe, and a spike in attrition and disengagement may be imminent. [Read](#)

### **Global consensus recommendations on menopause in the workplace**

Worldwide, there are 657 million women aged 45–59 and around half contribute to the labor force during their menopausal years. There is a diversity of experience of menopause in the workplace. It is shaped not only by menopausal symptoms and context but also by the workplace environment. [Read](#)

### **'All I've ever wanted to be is myself,' says weightlifter Laurel Hubbard**

The New Zealand weightlifter Laurel Hubbard reflected on her history-making participation at the Tokyo 2020 Games as the first transgender woman to compete in the Olympics. [Read](#)

### **4 strategies for building a hybrid workplace that works**

More than 50% of companies plan to pilot new workspaces as their companies shift to a hybrid model. The authors, architects and office-furniture designers serving the world's largest organizations, recommend leaders think through the following four design approaches as they consider their hybrid strategy. [Read](#)

### **How a lack of sponsorship keeps black women out of the C-Suite**

Before 2021, only one Black woman had been CEO of a Fortune 500 company. If we want to see more Black women step into the C-suite, and specifically into CEO positions, they must be sponsored into positions that offer a clear path to the top along with direct advocacy and support. [Read](#)

### **Government to consult on mandatory disability reporting**

Large businesses could be required to report on disability in the workforce as part of a wider government plan to improve employment opportunities for disabled people. [Read](#)

### **To make hybrid work, solicit employees' input**

As employers establish their hybrid-work plans, they need to get serious about adapting to employees' needs by soliciting their input along the way. With workers having so many options in terms of workplaces, they're unlikely to stay employed long at an organization that doesn't value their opinions. [Read](#)

### **How to embrace change using emotional intelligence**

Changes at work can be emotionally intense. It often leads to burnout and puts into motion an insidious cycle that leads to even greater resistance to organizational change. Improving your adaptability, a critical emotional intelligence competency, is key to breaking this cycle. [Read](#)

### **LinkedIn CEO Ryan Roslansky decides to allow employees to work remotely for good**

LinkedIn has become one of the most prominent Silicon Valley-based companies to tell its employees that they will be able to work remotely on a permanent basis. The Sunnyvale-based business networking company trusts its employees to do what's best for the company, CEO Ryan Roslansky said in a blog post on Thursday. [Read](#)

### **Women of color get asked to do more "office housework." Here's how they can say no.**

Research shows that women of color are more likely to be assigned or asked to take on office housework tasks, such as ordering lunch or running mentoring programs. When faced with these requests, what should they do? [Read](#)

### **Why you should create a "Shadow Board" of younger employees**

Shadow boards can help companies with two pressing issues: Millennial workers' disengagement and executive teams' inability to keep up with changing market conditions. They can help with business model reinvention, cultural transformation, and process redesign. [Read](#)

### **Values cannot be words on a wall': PayPal CEO Dan Schulman on why corporations must end racial discrimination**

From the moment George Floyd died on the South Minneapolis pavement under the knee of a white police officer, Schulman knew his company must act. More than a year later, he says PayPal has embraced a new brand of corporate activism. On his watch, PayPal committed \$535 million to support Black-owned businesses and to fight economic inequality, part of Schulman's goal to close the racial wealth gap. [Read](#)

### **Google may cut pay of staff who work from home**

Google employees in the US who opt to work from home permanently may get a pay cut. The technology giant has developed a pay calculator that lets employees see the effects of working remotely or moving offices. Some remote employees, especially those with a long commute, could have their pay cut without changing address. Google has no plans at this time to implement the policy in the UK. [Read](#)

**Racing for Equality Summit**



How do we move the needle and ensure actionable change is implemented? Global companies such as Starbucks, Wells Fargo & Co. and the Carlyle Group Inc have rolled out plans to tie executive compensation to diversity targets. But McKinsey research reveals we still have a long way to go, so how are leaders choosing progression over perfection? Join **Equality Leaders** and **Ofgem, EY, Standard Chartered and Macquarie Group** on **6 October** at our virtual Racing for Equality Summit during which we'll be in dialogue with global leaders who will share how to drive change and move beyond "let's talk about race".

Confirmed to speak:

- Naseem Ahmed, Head of Diversity & Inclusion, **Ofgem**
- Jaine Mwai, CIO East Africa, **Standard Chartered**
- Mduduzi Mswabuki, Partner & Race & Ethnicity Network Sponsor, **EY**
- Sarah Fennell, Head of Diversity & Inclusion (SVP) EMEA, **Macquarie Group**

All the details you need to book can be found [here](#). We are committed to ensuring our events are accessible and are proud to offer inclusive pricing.

Book

## Latest Thinking

### Race and UK's Boarding School System

Voices of young people share their personal experiences of racism in boarding schools in the UK, includes exploring the reasons, implications and historical and cultural significance of racialised language, ideology and imagery.

By Omar Pierre-Williams & Rochelle Wong, Royal SpringBoard Foundation (Class of 2020 and 2019)

### A Letter to My Mum

A personal story of power to cultivate empathy, deepen our understanding, and bridge divisions by a gay man living in a world defined by heteronormativity as the default.

By Dylan Shimmon (He|Him), D&I Project Coordinator, Equality Leaders

### How the insurance sector is becoming more inclusive

Zurich shares how they are creating inclusive workplaces which embrace diversity, where everyone can thrive and bring their whole selves to work through their Dignity at Work policy.

By Shelley Ferris-Smith, Diversity & Inclusion Specialist EEA/ZIP, Zurich





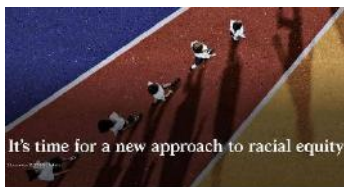
[Click Here to Read](#)

## Latest Research

### Time for a new approach to racial equity

Racial-equity commitments reach over \$200 billion since George Floyd protests on May 25, 2021. Despite decades of effort, can a collaborative effort be the solution?

Source: McKinsey & Company, December 2020



### Formula 1 accelerating change

Lewis Hamilton is leading a Commission to drive change in motorsport. Report provides 10 recommendations to improve representation of black people in UK in motorsport.

Source: The Hamilton Commission, July 2021



### The Right to Disconnect, Autonomy

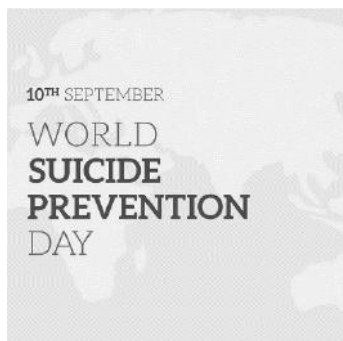
Paper discussing the right to provide working people with an added protection against unpaid overtime and its related negative effects, by drawing clear lines between work time and non-work time.

Source: Autonomy, August 2021



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## August Inclusion Calendar



### National Inclusion Week

This year our focus, and theme, is about being #UnitedForInclusion. Working in unity is a direct response to the challenges we all faced in 2020 – by coming together we can better understand the challenges we all face and devise practical solutions to address and overcome them.

27-30 September

### World Suicide Prevention Day

Every year organisations and communities around the world come together to raise awareness of how we can create a world where fewer people die by suicide. The latest suicides statistics showed that in 2018, in the UK and Republic of Ireland, more than 6,800 people died by suicide.

10 September

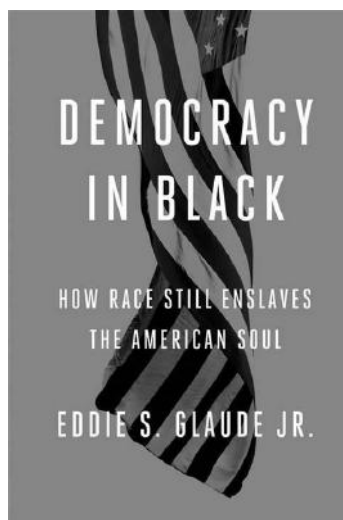
### Yom Kippur

Yom Kippur, also known as the Day of Atonement, is the holiest day of the year in Judaism. Its central themes are atonement and repentance. Jews traditionally observe this holy day with a day-long fast and intensive prayer, often spending most of the day in synagogue services.

15-16 September

[Click Here to Read](#)

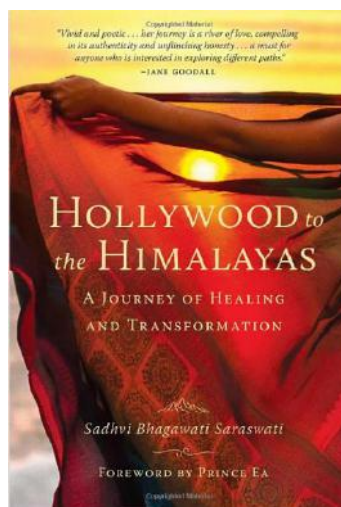
## Read



### Democracy in Black: How Race Still Enslaves The American Soul

By Eddie S. Glaude. Jr.

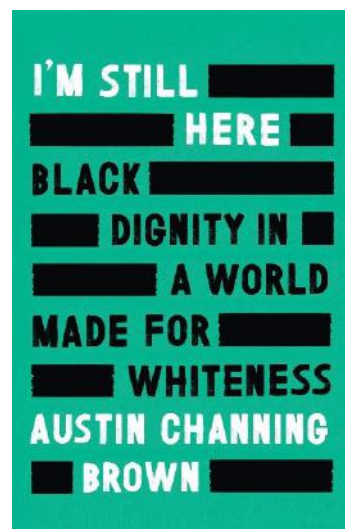
Glaude's "Democracy in Black: How Race Still Enslaves the American Soul" is as narratively unrelenting as it is thematically percussive, calling for black Americans to take dramatic action in our lives, voting booths and on the streets to contend with a "value gap" that has left African



### Hollywood to the Himalayas: A Journey of Healing and Transformation

By Sadhvi Bhagawati Saraswati

Hollywood to the Himalayas describes Sadhvi's odyssey towards divine enlightenment and inspiration through her extraordinary connection with her guru and renewed confidence in the pleasure and joy that life can bring. Sadhvi recounts her



### I'm Still Here: Black Dignity in a World Made for Whiteness

By Austin Channing Brown

In a time when nearly every institution (schools, churches, universities, businesses) claims to value diversity in its mission statement, Austin writes in breathtaking detail about her journey to self-worth and the pitfalls that kill our attempts at racial justice. Her stories bear witness to the complexity

Americans behind socially and economically.

journey with wit, honesty, and clarity and offers teachings to help us all step onto our own path of awakening.

of America's social fabric and invite the reader to confront apathy.

## Listen



### The Purpose-Led Leadership Podcast

The place that helps you communicate, engage and lead with purpose. Where guests share tips, principles, wins and failures that will educate and inspire you to lead your own team and business with purpose.

### Desert Island Discs: Nazir Afzal

Nazir Afzal is a solicitor and the former chief crown prosecutor for north-west England. Among his notable cases, he brought the Rochdale sex grooming gangs to trial in 2012.



### Syrian refugee swimmer Yusra Mardini on Youth Olympic Games Podcast

Yusra nearly drowned in the Aegean Sea when she fled Syria and became a refugee. She steadied a boat with her sister - saving the lives of the people on board. She went on to compete at Rio 2016 and won her swimming heat.

## Watch



### One of the Greatest Speeches Ever, Steve Jobs

Steve Jobs delivers an inspirational speech. Listen to the end for the most life changing quote of all-time. Don't let anyone ever tell you that you cannot achieve your dreams.

Source: [Youtube](#)



### Stephen

A new drama about the Stephen Lawrence case highlights the efforts of the police officer who led the investigation that resulted in two people being convicted of the teenager's murder. Stephen will air on ITV later this month.

Source: [ITV](#)



### Luca

"Pixar's latest film deftly features a character born without an arm. In "Luca," the fisherman character Massimo Marcovaldo was born without a limb. The filmmakers said the decision was very intentional.

Source: [Disney+](#).

## Visit

### Hokusai: The Great Picture Book of Everything

In a global first, this exhibition will display 103 recently acquired drawings by Hokusai, produced in the 1820s–1840s for an illustrated encyclopedia called The Great Picture Book of Everything. Visit British Museum for more details.

### London Fashion Week

One of the big 4's is the London Fashion Week. There will be fashion shows, parties, pop-up shops, swim shows, fashion talks/workshops, etc.. The who's who in the industry will be there from designers, models, celebrities, influencers, buyers, fashion bloggers, brands, media and press.

### Women's Prize Shortlist Readings 2021

As the authors shortlisted for the 2021 Women's Prize for Fiction convene on the eve of the winner announcement, we invite you into Bedford Square Garden, the stunning central London garden in which the awards party will take place. This is an event not to be missed.

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