



Everything equality, diversity & inclusion for business and lifestyle

1 July 2021

South Asian history is British history



In his mission to decolonise himself, Sathnam Sanghera demonstrates how so much of what we consider to be modern Britain is actually rooted in our imperial past through his new book, *EmpireLand*. Publishers, Penguin, is now donating 15,000 copies of *#EmpireLand* to British schools as part of its *#litincolour* project. In doing so they are highlighting how a diverse range of ethnic minorities have been central to the growth and prosperity of Britain.

The British South Asian community is over 3 million people strong, with at least 1 out of every 20 people in this country having South Asian heritage. From 18th July, people in the UK are celebrating South Asian Heritage Month, a month of activity to explore the shared cultures and histories of the UK and South Asia. South Asian Heritage Month (SAHM) exists in order to commemorate, mark and celebrate South Asian history and culture, as well as to better understand the diverse heritage that continues to link the UK and South Asia.

Although significant migration from our respective mother countries occurred during the 1960s and 70s, their relationship with the UK began hundreds of years ago. Soldiers from a collective India fought both World Wars for the British, hundreds of Ayahs were brought from South Asia to raise British children and eventually left at Kings Cross station with nothing but a pound. South Asians have contributed to all aspects of British life, from chicken tikka being served in pubs and garage music played on the radio to the NHS front line.

South Asian Heritage Month is an umbrella under which people come together to exchange stories, build relationships, or speak on the injustices happening within the community.

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

In the News

Millions of women exit workforce for a little-talked about reason. Globally, menopause-related productivity losses can amount to more than \$150 billion a year, according to Reenita Das, a partner and senior vice president for healthcare and life sciences at consulting firm Frost & Sullivan. [Read](#)

How not to mistake diversity for inclusion. Gallup's report which highlights 3 requirements for a diverse and inclusive Culture, acknowledges diversity and inclusion as two very different concepts. [Read](#)

Misconduct reporting gets investment. Vault Platform, an application to facilitate trust between companies and their people, gets approval from Google's AI focused fund, Gradient Ventures. [Read](#)

Fortune 500 Boards still decades away from representation parallel to the presence of women and minorities in the US population. Alliance for Board Diversity (ABD) and Deloitte report shows women and minorities continue to make progress in board representation, with over 40% diversity nearly quadrupling since 2010. [Read](#)

A letter to England on inclusion and leadership. Unprecedented 'Dear England' letter shows exactly where coach's inclusive squad stand. In the letter, written to defend the decision of his players to continue "taking the knee" during the Euro 2020 matches, Southgate mentions the enormous influence of his grandfather, Arthur Toll, a Royal Marine and second world war veteran. [Read](#)

Lego celebrates the diversity of their fans and the world around us. The LEGO Group today announces LEGO® Everyone is Awesome, a set designed to celebrate the diversity of our fans and the world around us.

Debbie Hewitt MBE appointed new FA Chair. The FA Board has nominated Debbie Hewitt MBE to become the new Chair of The Football Association, with effect from January 2022. [Read](#)

Landmark ruling on giving blood for gay and bisexual men. UK has changed eligibility to give blood on World Blood Donor Day with launch of new donor safety assessment. [Read](#)

Nearly 1 In 3 disabled workers say they are mistreated amid the pandemic. A TUC survey found that many disabled people reported that they experienced significant barriers in the workplace before the pandemic and that Covid-19 has made things worse for them. [Read](#)

A new survey is launched to explore black women's experience of pay disparity. The survey, which went live on the 1st of June 2021 and has already generated responses, will be formally launched on the June 7th 2021 and Dianne encourages all black women living in the UK to take part. [Read](#)

Data-driven HR can help overcome key challenges, research shows. Over half of businesses (55 per cent) still said they need help with putting basic people analytics into practice. The first major challenge identified for businesses within TrueCue's report was tracking Diversity and Inclusion (D&I) progress. [Read](#)

Pandemic prompts wellbeing wins for workplace diversity & mental health. Surveying over 4,000 UK employees across a range of industries, Bupa UK's 'Workplace Wellbeing Census' shows employees have reported a number of wellbeing gains over the last year; changes to the commute, home working and availability of flexible working are the most likely to have positively impacted on employee wellbeing. [Read](#)

Action plan to increase socioeconomic diversity in the Civil Service in the UK. The UK government is now taking action to improve career progression for underrepresented groups in hopes to become a role model for other employers in the country to follow. [Read](#)

Alexandria Ocasio-Cortez demands higher pay for Hill staff to increase diversity. More than 100 members of Congress are pushing for higher staff wages, to ensure that "Congress reflects the American people we serve." [Read](#)

Hollywood movies continue to perpetuate harmful Asian stereotypes. In a time when anti-Asian racism is surging, a new study breaks down how often popular movies depict "violence, death, and disparagement" of API characters. [Read](#)

UK government breaches the Equality Act: Deaf campaigner takes legal action over No 10 briefings. A deaf campaigner is taking legal action against the

Latest Thinking

A world where we are free to be

As Pride month comes to a close once again and we start to reflect on all the conversations we had, the events we attended and listened to all the different perspectives, it certainly has been a month of celebration of self and community, but it's also been a protest.

By Minaxi Mistry, Founder, Equality Leaders



Riding the wave of motherhood during a pandemic

A woman's career journey goes through different cycles. Most professional women may step off the career fast track at some point and this can be due to starting a family, raising children, caring for elderly parents, and other personal family commitments.

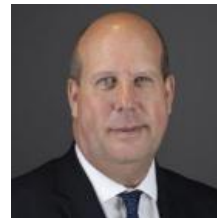
By Queenie Chan, Head of Strategy & Transformation, Standard, Chartered Bank



Leadership, direction, and action

After a crisis, the young and those at most disadvantage often suffer unseen from any economic aftershock. And there is now sufficient evidence that COVID-19 has created a perfect storm for the most fragile and underprivileged in our society.

By Mark Cameron, Chief Executive Officer, The 5% Club



[Click Here to Read](#)

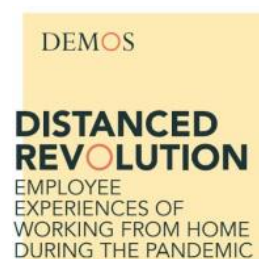
Latest Research



The Blueprint for Muslim Inclusion

A new initiative within the film industry, spearheaded by British Asian actor Riz Ahmed, to combat the problem of muslim misrepresentation on screen.

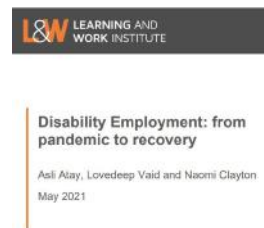
Source: Pillars Fund, June 2021



Distanced Revolution, Demos

This report seeks to better understand employees' experiences of working from home during the pandemic - the benefits, challenges and future opportunities.

Source: Demos, June 2021



From pandemic to recovery and learning

As well as facing more severe health consequences, disabled people have also been disproportionately affected by the economic impacts of the pandemic.

Source: Learning & Work Institute, June 2021

[Click Here to Read](#)

Spotlight



Shiva Raichandi, a guest from our LGBT+ Inclusion Matters Summit, is a multidisciplinary non-binary performance artist and content creator whose works harness the power of storytelling to create inclusive spaces for positive gender-diverse representation in media, especially for south Asians. Shiva freelances as a speaker and consultant on inclusive LGBTQIA+ practices for corporate and non-profit organisations, and runs a weekly dance class at Pineapple Dance Studios. They are also producing a fictional musical film, 'Queer Parivaar', which is based on an interfaith queer south Asian romance featuring an all-Asian, all-queer cast and crew.

Queer Parivar, Shiva Raichandani

Queer Parivaar (Queer Family) is a narrative film that revolves around the interfaith wedding of a queer couple, Sufi and Madhav, who are forced to face past secrets as a result of a mysterious person crashing their special day. The film implores audiences to reassess and expand their definitions and imageries of the words 'love' and 'family'. Some of the themes addressed in the film include non-binary gender identities, LGBTQ+ weddings, interfaith romance, familial bonds, chosen families, and intergenerational differences. Check it out [here](#)



In addition to this, Shiva will also be directing an official Netflix documentary on the wonderful Shane ShayShay Konno and their gender-diverse pan-Asian collective, #TheBittenPeach.

Shiva says: *"As a non-binary Indian artist, this film is especially important to me as it spotlights the UK's queer Asian community with respect and in a positive light. Representation in front of and behind the camera is imperative to this project which will serve as an empowering lesson in solidarity by emphasising our shared commonalities while also highlighting our differences through cultural filters, especially at a time of rampant transphobia in Britain. And as is my practice, with every door I'm able to get through, I will bring people along with me."*

July Inclusion Calendar



Hajj

An annual Islamic pilgrimage to Mecca, Saudi Arabia, the holiest city for Muslims. A mandatory duty for Muslims, that must be carried out at least once in their lifetime.

17 July.



South Asian Heritage Month

Month seeks to commemorate, mark and celebrate South Asian cultures, histories particularly the intertwined histories of the UK and South Asian communities.

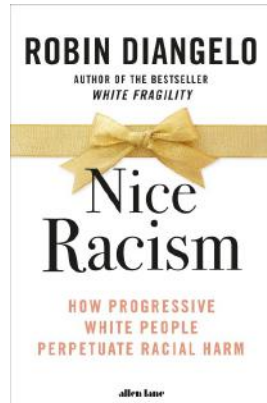


World Hepatitis Day

Aims to raise global awareness of hepatitis — a group of infectious diseases known as Hepatitis A, B, C, D, and E — and encourage prevention, diagnosis and treatment.

[Click Here to Read](#)

Read



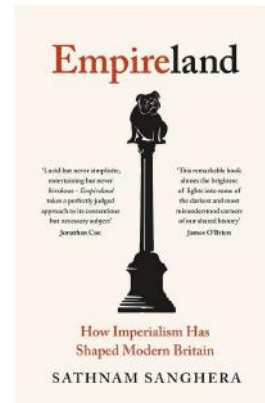
Nice Racism

By Robin DiAngelo, this book covers work for white people who want to take action with an insider's perspective which can help navigate their thoughts.



The Good Immigrant

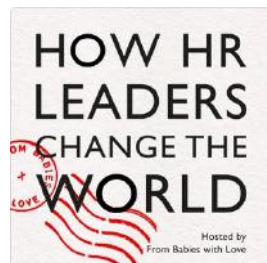
The Good Immigrant is an anthology of twenty-one essays edited by Nikesh Shukla and first published by Unbound in the UK in 2016 after a crowd-funding campaign endorsed by celebrities.



Empireland

At a time of great division, when we are arguing about what it means to be British, Sanghera's book urges us to address this bewildering contradiction. By Sathnam Sanghera

Listen



How HR Leaders Change the World

Loren shares examples of developing a leadership culture that includes everyone and fosters a mindset that everyone has a leadership role. In this episode Loren also shares his perspective on valuing differences; how this impacts culture, brand, the bottom line and society.



Stories of Stigma: South Asian Mental Health, MannMukti.

A one-stop resource for South Asians to learn about and address mental health concerns with each other. Their mission is to encourage healthy, open dialogue of mental health issues in an effort to remove stigma, improve awareness and promote self-care.



Queering Desi

IA podcast that celebrates the unique experiences of South Asian LGBTQ+ people. In each episode, a guest will chat with long-time community activist and writer, Priya Arora, about their journey and what it means to be true to who you are.

Watch



Paava Kadhaigal

An Indian Tamil-language anthology drama film directed by Sudha Kongara, Gautham Menon, Vetrimaaran and Vignesh Shivan. Through four unique stories, the film explores how pride, honour, and sin influence complex relationships of love. Available on Netflix.

South Asian Britain on Film

Discover a rich history reaching back over a century as we celebrate South Asian communities and culture across Britain. Available on BFI Player.



Equality Leaders

Equality Leaders is now LIVE on Youtube. We are now proud to announce that we have launched our YouTube channel where you can watch content from our previous r events.

Visit

Epic Iran

The UK hosts its first major exhibition on Iranian art and culture in more than 90 years, showcasing ancient, Islamic and contemporary objects from Iran. The exhibition shines a light on historic civilisation, and its journey into the 21st century. The exhibition is taking place at the Victoria & Albert Museum, London. [Visit](#)

May Queen

Directed by British-born Punjabi, Balisha Karra. Sixteen-year-old Leigh has been chosen as May Queen. She's buzzin, as is the rest of the city. But during the day's festivities something happens, something disturbing.. As the year moves on in the City of Peace and Reconciliation, Leigh must face up to the events of that day, and dig deep within herself to ask: how did she get here? And how does she get out? [Visit](#)

Bling Dynasty

The exhibition features a series of new artworks created using techniques inspired by Western and Chinese art and handicraft traditions, including silkscreen prints on plexiglass, resin and bronze sculptures, as well as traditional embroidery and calligraphy. The Stallery, Hong Kong [Visit](#)

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