



Your DE&I Business and Lifestyle Brief

April 2022

Mental Health is the new DE&I Frontier

It's Stress Awareness Month and over the past two years many of us have had to come to terms with the unprecedented ways in which the pandemic has impacted our mental health and wellbeing. Our organisations now have a responsibility to provide the support, services, and resources needed for people to thrive. Leaders need to be role-modelling the vulnerability demanded to open up spaces for conversations around the challenges they've faced which then invites others in to share their stories. In this brief, the team have curated tools and guides to help you build a workplace culture which ends the stigma and begins the overdue conversations on mental health.

This Month's Features



Supporting Your Underrepresented Employees

Failing to address the intersectionality of DEI and wellbeing does a disservice to employees. Article presents actions employers should take to ensure their marginalised employees have the resources they need. [Read](#)



CIPD's Guidelines on Mental health and Wellbeing

This guide outlines considerations and provides advice for employers, people professionals and people managers on how employee mental health can be supported. [Read](#)

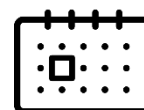
Improving the Ethnic Diversity of UK Boards

An update report from the Parker Review

Latest Parker Review Report

Sir John Parker challenged the FTSE 100 to have at least one member of an ethnic minority group on their board. Five years on this target has almost been met and organisations are almost in touching distance. [Read](#)

Upcoming Events





EXHALE: Wellness Day Retreat

Explore practical and spiritual ways to release what no longer serves you, restore your body and mind, and reset your mindset. [Book here](#)



Unlearn, Self-reflect and Collaborate

Our CO((Labs)) workshops explore core DE&I concepts and support you in developing an actionable framework to enable impactful change. Book your seat and join our next cohort on 26th April. [Book here](#)



What's Going Wrong with Mental Health Awareness?

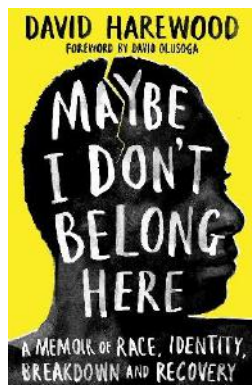
Join psychologist Lucy Foulkes as she discusses how, despite the recent drive to talk more about mental health and illness, we might be more confused about this topic than ever. [Book here](#)

Lifestyle Picks



Read

Maybe I Don't Belong Here by David Harewood



A deeply personal exploration of the duality of growing up both Black and British, recovery from crisis and a rallying cry to examine the systems and biases that continue to shape our society. [Read](#)

Listen

Bryony Gordon's Mad World



Intimate conversations about mental health during unprecedented times. From household names to nurses on the frontline. Because even when you're isolating, you are not alone. [Listen](#)

Watch

Headspace: Guide to Meditation

Visit

Mike Nelson: The Book of Spells



Headspace takes a friendly, animated look at the benefits of meditation while offering techniques and guided meditations to jump-start your practice. [Watch](#)



Mike Nelson has managed to boil the last two years of isolation and quarantine down into one single, tiny, overbearing room of claustrophobic misery. At Matt's Gallery, London. [Visit](#)

Meet The Team



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Newsletter Editor

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A banner for CO((LABS)) with a teal background and white text. The text reads: 'CO((LABS)) CO-CREATING LISTENING CIRCLES. A listening space with expert-led facilitation to unlearn, collaborate, self-reflect, and enable impactful change together. Find out more at equalityleaders.com'.



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