



Your DE&I Business and Lifestyle Brief

March 2022

Making Gender Equality a Workplace Reality

Organisations striving for gender equality need to begin with equity-inspired design to rebuild their systems, policies, and practices. Businesses thrive when their people are given opportunities to thrive. Imperfect leaders guided by an openness to vulnerability and led by accountability, confirm the safety for others to do so too. Research demonstrates that women are setting a new standard for leadership. They are rising to the moment as stronger leaders by doing more to support their teams, more actively championing wellbeing and DE&I work, and driving better outcomes.

This Month's Features



Sex & Power by Fawcett Society

Fawcett's Index showcases some shocking stats: women are outnumbered by men 2:1 in positions of power; WOC are vastly under-represented at the highest levels of many sectors and alarmingly. [Read](#)



Accelerating the Drive to Equality

Bank of Ireland's Deirdre Gavin demonstrates how they've fostered an inclusive and diverse place to work within BOI. In 2021, they launched two talent programmes for women and that's just the beginning. [Read](#)



Avoid These 3 Common Mistakes

A study from Harvard Business Review found nearly 75% of employees in underrepresented groups don't feel they've personally benefited from their companies' diversity and inclusion programs. Here are a few common missteps: [Read](#)

Upcoming Events



Banking on gender equality with transparency, action & leadership

Join us at our IWD summit as we discuss with Bank of Ireland how they are leveraging opportunities to drive innovative change, barriers they faced and how they overcame them to create a more equitable organisation. [Join](#)



Sorry Not Sorry: Why Women Apologise Too Much

Presented by City CV's Founder and CEO, Victoria McLean, this workshop will focus on the negative impact the 'apologising habit' has on our careers and how to break that habit for good. [Join](#)



Pride in London: LGBT+ Reflections for IWD2022

This year marks the 50th anniversary of Pride in London, the annual LGBT+ festival commemorating queer rights and visibility in the UK and beyond. Reflect upon how the landscape has changed for LGBT+ women over the past 50 years. [Join](#)

Lifestyle Picks



Read

A Little Life, by Hanya Yanagihara



Focusing on a quartet of graduates as they embrace the seemingly limitless possibilities of New York City futures, A

Listen

Being Boss, by Emily Thompson and Kathleen Shannon



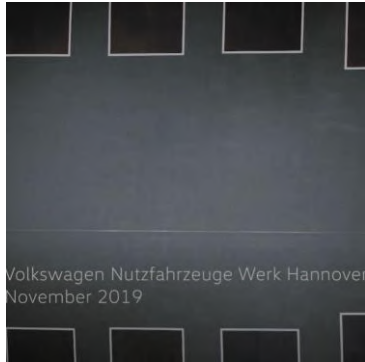
Are you an entrepreneur looking for a podcast that directly addresses issues you face in your career? Tune in to Being Boss,

Little Life descends into a dark and intricate tale of toxic relationships and the vicious scars of childhood. [Read](#)

where Emily Thompson and Kathleen Shannon dive deep into mindset, lifestyle tips, and career tactics for the busy working woman. [Listen](#)

Watch

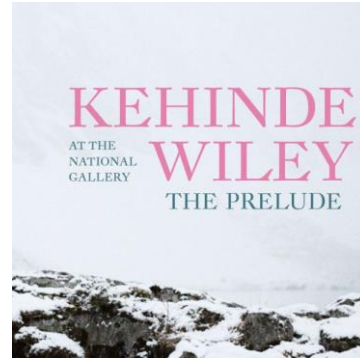
Walking the Path Together



A daring experiment designed by Volkswagen for their people to realise just how much they have in common. Celebrating their origins, experiences and expectations to shape their future. [Watch](#)

Visit

Kehinde Wiley at the National Gallery



Kehinde Wiley is an American artist best known for his portraits that render people of colour in the traditional settings of Old Master paintings. Most famously, in 2017, he was commissioned to paint Barack Obama, becoming the first Black artist to paint an official portrait of a president of the United States. [Visit](#)

Meet The Team



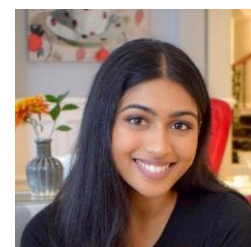
[Minaxi Mistry](#)
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[Ray James](#)
Advisor



[Dylan Shimmon](#)
Learning
Experience
Designer



[Maiyora Jeyabraba](#)
Newsletter Editor

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& Diversity**

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who we are at
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