

LGBTQ+ Inclusion Matters Summit Swag Bag

8 JUNE 2022

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THANK YOU

On behalf of Equality Leaders and Japan Airlines we would like to thank you for joining us at our LGBTQ+ Inclusion Matters Summit.

We hope you found it to be a valuable and enriching knowledge-sharing experience providing you with actionable steps to make change happen.

Together with our partners and speakers, we have curated this 'Swag Bag' of resources which also includes reflective exercises to further support your continued learning.

Yours in lifelong learning,

Minaxi Mistry

CEO & Founder



Reflective Journal

Feel free to work independently or dialogue with family, friends, colleagues. The important thing is for you to keep listening, learning, and staying curious.

This is your reflection on your learning journey.

Reflect on the following questions and note down your initial reactions and thoughts to each.

What messages was I taught about LGBTQ+ folks growing up?



Reflective Journal

Does LGBTQ+ representation matter to me? Why?

What can I do differently to amplify, advocate, sponsor my LGBTQ+ siblings?



Reflective Journal

What are my key learnings from this Summit?

How will I pay it forward and use my platform of privilege to enable change?

What support do I need from my organisation/team to make this happen?



Cultural Intelligence CQ[®] Masterclass

Build your CQ capabilities to lead inclusively with agility & impact.
Designed for leadership teams, key decision-makers, and line managers.
Delivered by our team of CQ Certified Facilitators.

CQ enhances business outcomes in the following areas:

- **Diversity, Equity & Inclusion**
CQ offers a fresh perspective to enable a strategic approach to DE&I.
- **Leadership Development**
CQ gives key decision-makers the self-awareness to lead with compassion and agility.
- **Recruitment, Hiring & Promotion**
CQ provides a framework to safeguard equitable decision-making.
- **Team Performance**
CQ enhances team capabilities to communicate and innovate effectively.

Visit us [here](#) for further details.



WATCH



Empathy Is Not Endorsement In a thoughtful talk about how we interact online, Dylan Marron explains how sometimes the most subversive thing you can do is actually speak with people you disagree with, not simply at them. Source: TED2018.



OREO #ProudParent This video explores in a heartfelt way the significant importance of having parents who embrace their responsibility to provide their LGBTQ+ children with a loving and supportive home. Source: YouTube.



A powerful poem about what it feels like to be transgender Poet and TED Fellow, Lee Mokobe, explores identity and transition through poetry. It's a thoughtful reflection on bodies, and the meanings poured into them. Source: TEDWomen2015.

WATCH



This is what LGBTQ life is like around the world Jenni Chang and Lisa Dazols explore what life is like for LGBTQ+ communities around the globe and set off on a world tour in search of "Supergays," LGBT people who were doing something extraordinary in the world. Source: TEDWomen2015

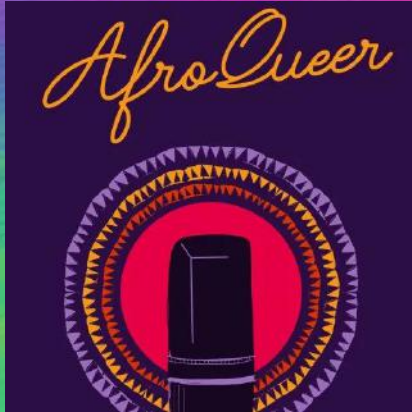


When We Rise This miniseries created by award-winning filmmaker Dustin Lance Black, examines 45-years of history within the LGBTQ+ battle for civil rights in America. Source: YouTube



What the gay rights movement learned from the civil rights movement As a member of both the African American and LGBT communities, filmmaker Yoruba Richen explores how the two struggles intertwine and propel each other forward. Source: TED2014.

LISTEN



A Podcast about queer Africans living, loving, surviving and thriving on the African continent and in the diaspora. [Listen.](#)



Some of the brightest luminaries in the LGBTQ+ family explore their stories of identity, personality and the shifting cultural matrix around gender, sexuality and civil rights. [Listen.](#)

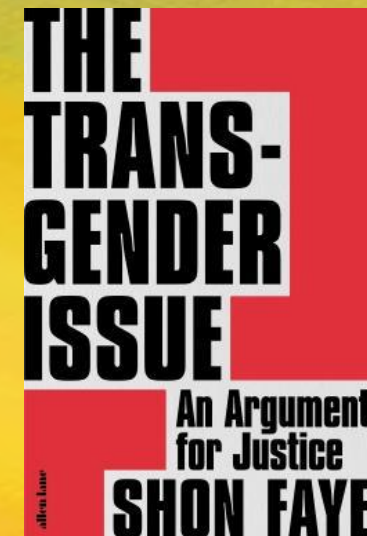
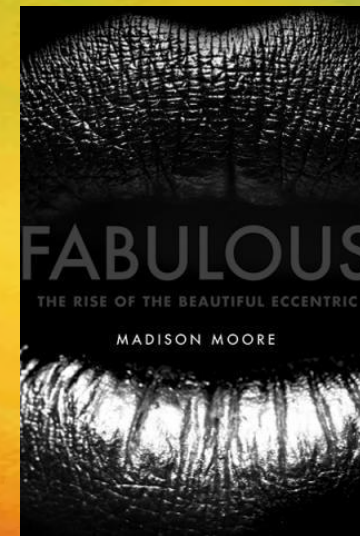
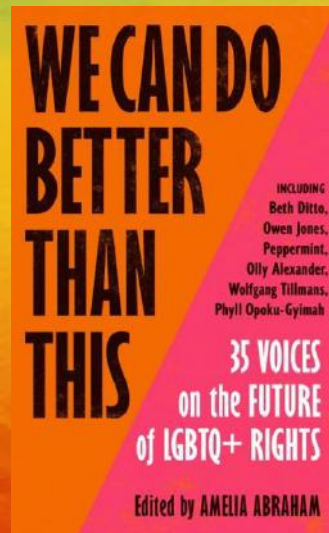
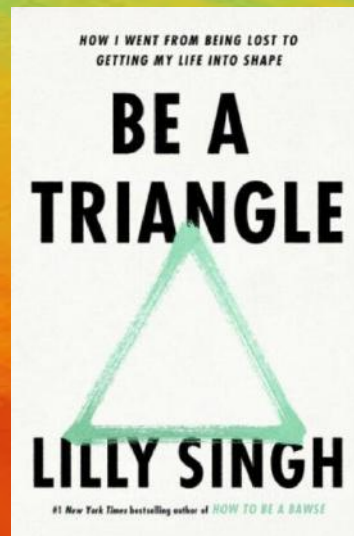
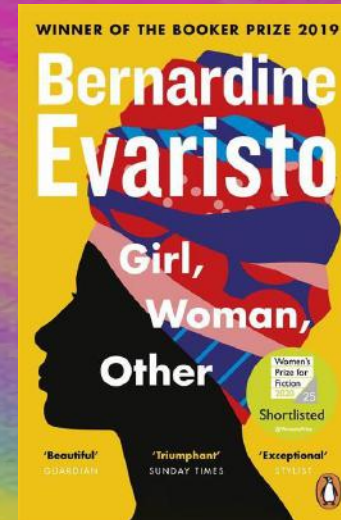
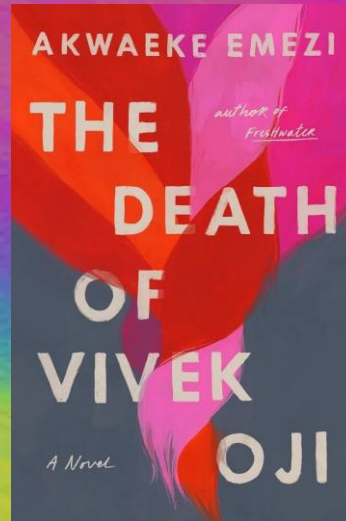
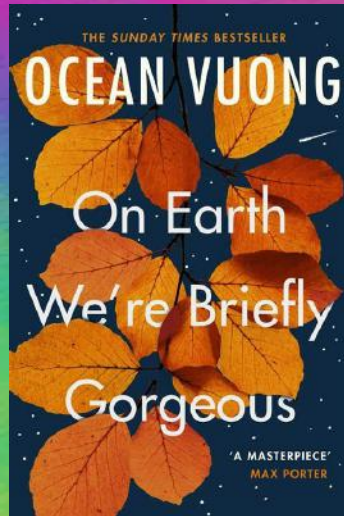


Discuss breaking stereotypes, owning your identity, & being both offended and inspired by stories about the very fluid, very real LGBTQ+ experience. [Listen.](#)



An award-winning podcast with a growing compendium of queer Black voices who are learning to thrive at the intersections of their identities. [Listen.](#)

RECOMMENDED READING



RESEARCH



National LGBT Survey In July 2017, the UK government launched a nationwide LGBT survey asking LGBT people for their views on public services and about their experiences more generally living as a LGBT person in the UK. Source: Government Equalities Office.



National Survey on LGBTQ+ Youth Mental Health 2021 This is The Trevor Project's third annual survey providing brand new data on the impacts of the COVID-19 pandemic, mental health care disparities, discrimination - in addition to the benefits of LGBTQ-affirming spaces. Source: The Trevor Project.



How the LGBTQ+ community fares in the workplace McKinsey research highlights the critical need for meaningful representation; LGBTQ+ women are underrepresented at every stage of the management pipeline, considerably worse than LGBTQ+ men's representation. Source: McKinsey.



Growing Up LGBT+ LGBT+ school pupils are twice as likely to have been bullied. The report finds that pupils in schools with strong positive messaging around being LGBT+ were also less likely to experience suicidal thoughts and feelings. Source: Just Like Us.



Is your leadership afraid of ‘getting it wrong’?

Our CO((Labs)) learning experience creates the space for unlearning to begin in an experiential collaborative way.

It is about connecting leaders to conversations and generating action out of these conversations.

In 3 bite-size virtual sessions, our CO((Labs)) learning experience challenges leaders to self-reflect, deepen their understanding of core DE&I concepts, and commit to doing better.

Visit us [here](#) to book your seat.

CO ((LABS))
CO-CREATING LISTENING CIRCLES



About Equality Leaders

Our Purpose

We are an impact-focused organisation operating at the intersection of diversity, equity, and inclusion.

Our mission is to drive sustainable and impactful change designed to create thriving futures for our businesses and communities.

We exist to accelerate learning journeys, craft spaces for bold and inclusive conversations, and provide the resources and tools to innovate equitable outcomes.

Our Core Pillars

Consulting: We partner with organisations to support them in building value-led workspaces to foster cultures of inclusive and equitable decision-making.

Learning: We design and deliver bespoke learning experiences which are collaborative, experiential, and built to make an impact.

Events: Bringing people and communities together to share ideas, lived experiences, and enrich dialogues to transform the way we work and live.



CONTACT US

Website | www.equalityleaders.com

Social Media | LinkedIn, Instagram, YouTube

Telephone | +44 208 930 4462

Email | info@equalityleaders.com

Join our community and sign up for our monthly DE&I Business and Lifestyle Brief

www.equalityleaders.com

