



Your DE&I Business and Lifestyle Brief

August 2022

Demolishing the Concrete Ceiling

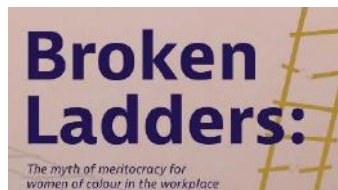
There remains a cavernous pay equality gap between what men and women earn for similar work, and it is even wider for women of colour (WOC). Moreover, they are also vastly under-represented in positions of power with the pace of change in closing the gender pay gap disappointingly glacial. The “glass ceiling” metaphor simply doesn’t cut it. Rather, they face a “concrete ceiling.” Racism and sexism adversely affect women in a variety of occupations through stifled leadership opportunities, the ongoing persistence of specific forms of sexual harassment, and subtle but pervasive doubts about competence, intelligence, and skill that are unrelated to actual performance. With no time to waste, we’ve compiled research insights and resources for you to enable your change journey.

This Month's Features



How to Break the Concrete Ceiling

Black women continue to face a significant wage gap. Five Black women explain how they’ve advocated for themselves, what they think employers can do more of, and how they think allies can push for greater equality. [Read here.](#)



Broken Ladders: The Myth Of Meritocracy

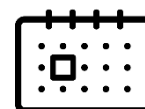
This research centres the voices and experiences of thousands of WOC at work and shows that at every stage of their career journey, WOC are being locked out of reaching their true potential. [Read here.](#)



Black Women in the UK Workplace

250 Black women across various industries were surveyed with results showing that 50% of those who are in senior management positions have resigned due to racially related, unfair or uncivil treatment. [Read here.](#)

Upcoming Events





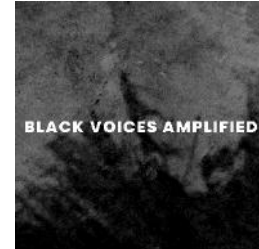
Rikette Genesis: Ladies Of Jazz

Riketté Genesis is a British jazz vocalist on the rise. She is a star in waiting with a fearless attitude who fuses jazz and soul with her luscious voice and beautifully crafted scat sections. [Book here.](#)



CQ Masterclass Webinar

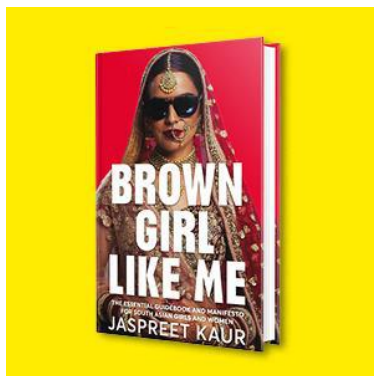
Join us for a complimentary webinar on 13 Sept 1030-1130 during which we'll explore **Cultural Intelligence** and how it enables you and your team to lead more inclusively. [Register here.](#)



Black History Month

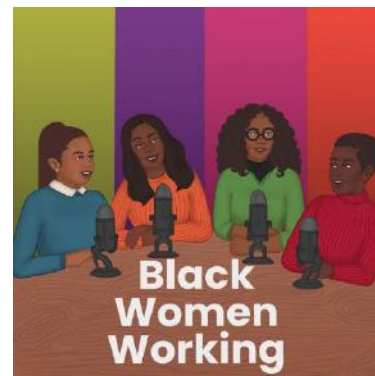
Our Black Voices Amplified Storytelling Series centres Black British voices, illuminating their journeys which have brought them to where they are today. Their identities and experience shape their stories. [Register here.](#)

Lifestyle Picks



Read Brown Girl Like Me Jaspreet Kaur

An inspiring memoir and empowering manifesto that equips women with the confidence and tools they need to navigate the difficulties that come with an intersectional identity. [Read here.](#)



Listen Black Women Working Podcast

A movement which seeks to centre Black women's stories & experiences in the overall discussions about diversity and equality at work in the UK. [Listen here.](#)



Watch
What does my headscarf mean to you?

Yassmin Abdel-Magied wears many hats, including a hijab. She's a mechanical engineer, writer and activist who campaigns for tolerance and diversity. [Watch here.](#)



Visit
Phenomenal Women at Southbank Centre, London

This exhibition highlights the intersectionality of race and gender and showcases the achievements of Black female scholars, building on the research of Dr Nicola Rollock. [Book here.](#)

Meet The Team



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Founder & CEO



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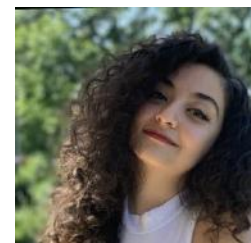
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CO-CREATING LISTENING CIRCLES

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and enable impactful change together.

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