



Our 2022 Learning Journey

2022 has been a huge year for Equality Leaders as we've seen our team grow from strength to strength. We have brought people and communities together through our global events, amplifying their voices through storytelling series, and continue to challenge those we partner with to embrace a values-led inclusive leadership practice. We remain guided by our own core values:

- **Courage.** Leading with courage to shape our future.
- **Collaboration.** We partner with you to co-create sustainable change.
- **Impact.** Driven to enable and embed intentional change.
- **Accountability.** Holding ourselves and others accountable with transparency.
- **Lifelong Learning.** Led by humility and an understanding we don't know everything.

As 2022 draws to a close, our team reflect on their own learning journeys and share these with you. Finally, thank you to all of you for your continued support, and on behalf of the team, we wish you and your loved ones a merry festive season.

What Have We Learnt This Year?



Minaxi Mistry
Founder & CEO

We all have a part to play to make our people, communities, and our places of work thrive, and to continue to challenge ourselves and each other.



Tim Hardy-Lenik
Non-Executive Director

To affect deep, lasting, meaningful change, we need to understand not only the symptom of what we are trying to change, but also the root cause.



Daniel Palmer
Data & Partnerships Lead

We need to truly diagnose the root causes of inequality and take action against them rather than treating the symptoms that we often see if we're ever to make true progress.



Dylan Shimmon
Learning Experience Designer

We're all at different stages of our inclusionary journeys so let's meet people where they're at, but still hold them accountable.



Apple Cueto
Global Events Lead

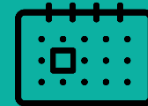
We need to lead with vulnerability; be unafraid to ask curious questions and commit to unlearning which is often uncomfortable.



Maiyora Jeyabraba
DE&I Brief Editor

Taking up space and making yourself visible is going to make some people uncomfortable. Do it anyway.

Upcoming Events



Disability Inclusion Webinar

8 December 2022

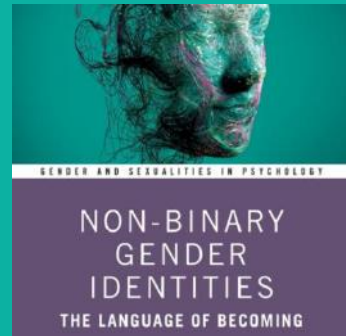
Disability Inclusion 8th December

Join us for a complimentary webinar delivered by Disability Equality specialist Ruben Carol. This webinar takes a look at Ruben's personal story of becoming disabled and introduces his "Disability Inclusion" learning experience available as an in-house programme. Book [here](#).



Women in Tech Summit

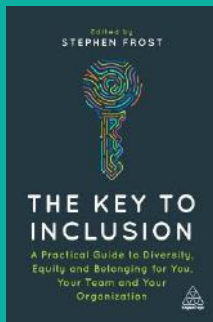
The "Level Up" Summit brings together awesome industry speakers, panels, and personal stories to provoke your thinking, answer your questions, and share sustainable solutions to help change representation outcomes in the tech industry. Book your ticket [here](#).



Book launch: Non-binary Gender Identities

Non-Binary Gender Identities examines how non-binary people discover, adopt, and negotiate language in a variety of social settings. The author, Sebastian Cordoba, speaks to the psychological, social, and linguistic experiences of non-binary people. Book your spot [here](#).

Lifestyle Picks



Read **The Key to Inclusion**

Understand how to build a culture of belonging, embrace diversity and achieve real inclusion as an individual, a team and an organization with this practical guide. Buy your copy [here](#).



Visit **Hakawatis: Women of the Arabian Nights**

Showing at the Sam Wanamaker Playhouse, this play tells the story of a tyrannical ruler's cruel treatment of his numerous wives. Will these women take charge of their own narratives? Book [here](#).



Watch **Men's Summit 2022**

Our inaugural Men's Summit took place on 17th November where men explored how to redefine masculinity on their own terms to liberate themselves and embrace vulnerability to live their truest selves. For those who missed it or would like to revisit the enlightening conversations, see [here](#).



Listen **The Documentary Podcast Protests in Iran**

The world has witnessed extraordinary protests across Iran. Iranian women - and some men - share their stories. Tara, Sara and Ali are protesting on the streets of Iran, despite knowing the danger that places them in. [Listen here](#).

Thank you for reading our newsletter.
If you enjoyed it, please do share with colleagues, friends and family

[Sign up](#)

WHAT'S YOUR CQ[®]?

BUILDING YOUR CQ CAPABILITIES



Equality Leaders © 2022
www.equalityleaders.com