



## Your DE&I Business and Lifestyle Brief

January 2023

# How Will You Embed DE&I Business Transformation in 2023?

Welcome everybody to 2023, and with it, bringing the opportunity for each of us to take stock of where we are on our change-making journeys. There is much distance yet to cover, to enable the systemic change required. We need to remain purpose-led, and like any other business challenge, DE&I demands a strategy which looks to short, medium, and long term perspectives.

As you think about how you go about doing this, we can introduce you to our DE&I Business Transformation maturity model giving you critical insights and supporting empathic leadership, community impact, equitable processes, and the right behaviours to embed cultural transformation.

We invite you to have a discovery conversation with us by contacting [Minaxi Mistry](#).

Wishing you and your communities an abundant new year!

## This Month's Features



### Why Middle Managers Struggle to Implement DEI Strategies

To successfully achieve DEI change, leaders must understand the challenges faced by middle managers and incorporate their specific needs into policy development. This article identifies two key tensions



### 54 Diversity in the Workplace Statistics to Know

Knowing a wide range of statistics related to diversity and inclusion might help you and your team better understand the complex nature of the topics. This article will build your knowledge for you to work towards building a diverse and



### The Ethnicity Pay Gap Campaign

The #EthnicityPayGap Campaign was established in 2018. Its main aim and purpose is to raise awareness of the issues relating to the Ethnicity Pay Gap and to encourage the government to make Ethnicity Pay Gap reporting mandatory. They have several reports

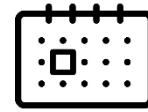
faced by middle managers and offers strategies for leaders to help middle managers navigate them.. Read [here](#).

inclusive workforce. Read more [here](#).

detailing the impact of this pay gap on various groups. Support the Campaign [here](#).

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## Upcoming Events



### FemTech Hub Open Day 17 Jan 2023

FemTech Lab has partnered with XCHG spaces to create the first FemTech Hub in London. The space is designed to foster meaningful connections & collaborations through personal interactions. Book your spot [here](#).



### Mental Health, Well-being, and EDI 25 Jan 2023

Join this lively panel discussion about DE&I, mental health and well-being intersect. We know that inclusion is a vital outcome of psychological health and safety but how do we educate, uncover and address unconscious bias? Register [here](#).

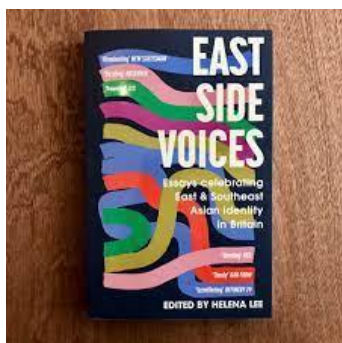


### Women's Summit 9 March 2023

In partnership with Bank of Ireland, we speak to both women and change-makers championing gender equity to explore what change needs to happen and the role allies play to show up in meaningful ways. Get your FREE ticket [here](#).

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## EL Recommends



### Read

#### East Side Voices edited by Helena Lee

East Side Voices is a thoughtful, painful reminder of the grand narratives that get buried under belittling stereotypes. This collection brings together an incredible range of voices from the East and Southeast Asian diaspora in today's Britain. Buy [here](#).



## Listen

### The Accessible Stall Podcast

A disability podcast keeping it real about issues within the disability community, Kyle & Emily offer their listeners fresh insights into how differences in disability can colour your experiences and perspectives. Listen here. [Listen here.](#)



## Watch

### The Swimmers

Two Syrian sisters flee their war-torn home in Damascus, swim for hours in choppy Mediterranean seas to reach Greece as asylum seekers before going on to compete at the Rio Olympic Games. Watch on Netflix.



## Visit

### Fly in League With the Night Exhibition

Lynette Yiadom-Boakye is a British artist and writer acclaimed for her enigmatic portraits of fictitious people. The exhibition at Tate Britain brings together around 70 works from 2003 to the present day in the most extensive survey of the artist's career to date. Book [here.](#)

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## Meet The Team



Minaxi Mistry  
Founder & CEO



Tim Hardy-Lenik  
Non-Executive Director



Ray James  
Advisor



Dylan Shimmon  
Learning Experience  
Designer



Apple Cueto  
Global Events Lead



Maiyora Jeyabraba  
DE&I Brief Editor



Alisar Awwad  
Creative Strategist

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