



Your DE&I Business and Lifestyle Brief

March 2023

Women: Unseen. Underrepresented. Undervalued.

It is grievous to know that only 1 in 4 C-suite leaders is a woman, and only 1 in 20 is a woman of colour. Moreover, as reported by LeanIn, 40% of women leaders say their DEI work isn't acknowledged at all in performance reviews. Women remain invisible, as do their labours, which go unrecognised and undervalued.

Author Caroline Criado Perez writes that “because women aren't seen and aren't remembered...what is male *comes* to be seen as universal. It leads to the positioning of women, half the global population, as a minority. In such a framing, women are set up to be forgettable. Ignorable. Dispensable.”

This International Women's Day, our [Women's Summit](#) on 9 March 2023 supported by our host partner [Bank of Ireland](#), seeks to hold space for voices all too often marginalized; a space for women of colour to share their stories and offer insights into what actions leaders and organisations need to be taking to change an exclusionary status quo.

This Month's Features



The Psychological Toll of Being the Only Woman of Colour at Work

Systemic bias and discrimination at work can take a mental health toll on women of colour. And due to a variety of factors,



Women Aren't Promoted Because Managers Underestimate Their Potential

Why are fewer women promoted to senior positions than men? In a study of evaluation and promotion data, this



Menopause and the Workplace Report 2022: Women & Equalities Committee

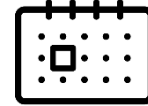
The UK Government has responded to the Women and Equalities Committee's Report. Government has rejected key

including a lack of mental health providers of colour, women of colour aren't getting the mental health help they need. Read [here](#).

research found that women got higher performance ratings than men but were consistently—and incorrectly—judged as having less leadership potential. Read [here](#).

recommendations, including making menopause a protected characteristic and introducing model menopause policies. Read [here](#).

Upcoming Events



Cultural Intelligence Webinar | 16 March

Join us for our webinar during which we'll introduce you to the CQ Model – an actionable framework used as an approach to enable DE&I Strategy and as a roadmap to lead more inclusively. Register [here](#).

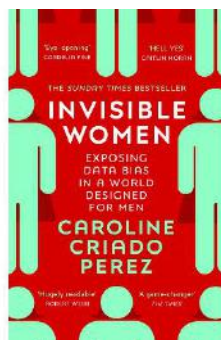
Women's Summit | 9 March

We not only pass the mic onto women of colour who speak their truth to power, continuing to renegotiate an exclusionary status quo; but also to allies activating for change to embrace equity. There is still time to get your free tickets [here](#).

Midlife Support Webinar | 23 March

Our introductory webinar explores menopause and male midlife to deepen our understanding of how, as leaders, we can support team members navigating these in the ways that they need. Register [here](#).

EL Recommends



Read Caroline Criado Perez: Invisible Women

An eye-opening book providing a startling perspective on a world largely built for and by men. It exposes the gender data gap - a gap in our knowledge that is at the root of perpetual, systemic discrimination against women, and that has created a pervasive but invisible bias with a profound effect on women's lives. Get your copy [here](#).



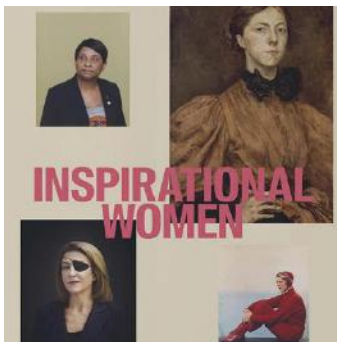
Listen **amplifyHER Podcast**

This 10-part podcast from the United Nations centres women musicians who are producing art in the face of, and sometimes inspired by, the challenges they face in society; whether related to conflict, human rights, climate change, inequality, or simply because of their gender. Listen [here](#).



Watch **Lilly Singh: "A Seat at the Table" Isn't a Solution For Gender Equity**

Women and girls are conditioned to believe success is "a seat at the table." Lilly's mission is to build a future where we have longer tables and more seats that actually work instead of fighting for a seat at the old ones that don't. Watch [here](#).



Visit **Reframing Narratives: Women in Portraiture**

The National Portrait Gallery is exploring inspirational women in their Collection and will be sharing interviews with female artists, activists and writers. Their aim is to highlight the often-overlooked stories of individual women who have shaped British history and culture. Find out [more](#).

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

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

[Sign up](#)



Equality Leaders © 2022
www.equalityleaders.com