



## Do white men have a role to play in DE&I?

DE&I programs have by nature been designed to address the inequities and bias experienced by marginalised groups. Inclusion strategies are formed around the unique barriers and challenges marginalised groups face. An unintended outcome of framing DE&I in these very focused ways is that the dominant employee group, white males, are often left out of the equation and are therefore significantly less engaged in DE&I efforts than their underrepresented colleagues.

This has distanced them from authentically buying into the practices of DE&I, an unfortunate consequence considering it is white males who usually hold positions of power as majority and hierarchical decision-makers, and are often an influential employee group in driving real change.

A recent study (included in our Research Insights below) revealed that feeling uncertain about whether DE&I includes them as white men is the main reason they say they either disengage or are not as committed to it as others in their organisation.

And so, what opportunities are there to transform men into DE&I change-makers? Join us at our virtual Men's Summit on 16 November 2023 when our panellists will be tackling this challenge head-on; sharing their own inclusive leadership journeys, their experiences of doing the DE&I work, and also sees them opening up about why men's mental health matters.

---

### Research Insights



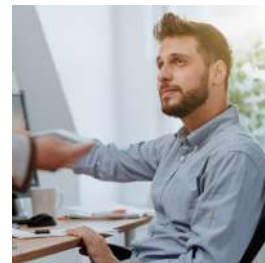
#### What Majority Men Really Think About DE&I (And How to Engage Them in It)

White cis straight men hold the majority of power in corporate America. How many are true believers in DE&I? This report provides crucial, and surprising, insights for engaging majority men on the road to inclusion. Read more [here](#).



#### Engaging White Men As DE&I Champions and Allies

Today, many DE&I initiatives struggle to include white men. In many organisations we speak with, the perception of diversity initiatives as primarily addressing inequities faced by women, people of colour, and other marginalised groups has unintentionally excluded white men. Read more [here](#).



#### White Men Are Feeling Left Out Of Diversity, Equity, & Inclusion

Everyone wants to feel a sense of belonging, to feel included. No one wants to feel disadvantaged, as if something is being taken away from them. But for many white men, it is exactly these narratives they're sharing with DE&I practitioners so what should we do? Read more [here](#).

---

### Upcoming Events





### Men's Summit | 16 November

Our curated panels alongside our storytellers question traditional masculine narratives, plant seeds for new masculinities to emerge and thrive, and also challenge us to bring men into the fold when it comes to doing the DE&I work by cultivating inclusive leadership practices. Register [here](#).



### Wellbeing for Men | 21 November

Learn more about why men should be talking about their mental health and wellbeing as well as major life changes. Our complimentary webinar explores what men can be doing to look after themselves to manage stress; adopting strategies for mitigating and overcoming it. Register [here](#).



### Cultural Intelligence CQ | 5 December

Learn how CQ elevates your inclusive leadership practice, giving you the tools to adapt to diversity, in our complimentary webinar. Gain insight into cultural values and how they impact our approach to team dynamics and client relations. Register [here](#).

## EL Recommends



### Read

#### For the Love of Men

Author Liz Plank offers a smart, insightful, and deeply-researched guide for what we're all going to do about toxic masculinity. For both women looking to guide the men in their lives and men who want to do better and just don't know how, this book leads the conversation. Order [here](#).



### Listen

#### On Fatherhood and Engaging Men in the Diversity Conversation

Now is the time for organisations to consider better supporting the fathers in their workplace. The benefits are tangible and measurable: from talent retention to productivity. Podcast hosts also discuss the intersection of fatherhood with race, disability and sexuality. Listen [here](#).



### Watch

#### Black History Month: Black Histories Erased

BHM is about focusing on the people most impacted by racism and understanding how we can step up as effective allies in the ways they need. Watch our BHM panel event where we learnt Black histories, grew our capacity for action, and celebrated Black storytelling, community, and joy. Watch [here](#).



### Visit

#### A World in Common: Contemporary African Photography

Bringing together a group of artists from different generations, this exhibition at TATE Modern addresses how photography, film, audio, and more have been used to reimagine Africa's diverse cultures and historical narratives. Visit [here](#).



Minaxi Mistry  
(She|Her)  
Founder & CEO



Tim Hardy-Lenik  
(He|She|They)  
Chief Consulting  
Officer



Sunil Jindal  
(He|Him)  
Chief Growth  
Officer



Ray James  
(He|Him)  
Advisor



Ian Beckett  
(He|Him)  
EVP Inclusive  
Business  
Transformation



Vicky Sleight  
(She|They)  
EVP Cultural  
Transformation



Apple Cueto  
(She|Her)  
Chief of Staff and  
Global Events Lead



Dylan Shimmon  
(He|She)  
Learning  
Experience  
Designer



Zehra  
Odunayo  
(She|They)  
Client Lead  
(UK), DE&I  
Consulting



Ayan Ibrahim  
(She|They)  
Client Lead  
(Nordics),  
DE&I  
Consulting



Alisar  
Awwad  
(She|Her)  
Creative  
Strategist

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

[Sign up](#)



Equality Leaders © 2023  
www.equalityleaders.com

This email was sent to {{contact.EMAIL}}  
You've received this email because you've subscribed to our newsletter.

[Unsubscribe](#)