



DE&I as a Transformational Practice

Firstly, we'd like to wish you and your communities a very happy New Year.

With renewed determination to make DE&I your everyday, the team at Equality Leaders are eager to start 2024 as we mean to continue; with an implacable resolve to guide you and your teams on your inclusion journeys.

Our Founder & CEO, Minaxi Mistry writes "My vision this year is to work towards embedding DE&I as a transformational practice, not one that is framed as a zero-sum transaction. This is about integrating transformative change into our clients' everyday. Our aim is to challenge the leaders we partner with, to continue doing the hard work of building equitable tangible outcomes for their people through inclusive process, policy and practice."

If we are seeking to achieve DE&I, it should mean we are working towards dismantling inequitable practices and exclusionary cultures. And if it is these barriers we are seeking to eliminate, we must understand the root causes behind why they persist. Knowing this means we know what to change.

Bringing together a handful of curated resources, our Brief provides you with insights, perspectives, and an invite to step into an inclusive leadership practice.

Research Insights



The Power of Allyship in the Workplace

94% of Fortune 500 CEOs now rank DE&I as their top strategic priorities. Allyship is a key driver in achieving these, with research revealing companies with diverse allyship initiatives have 21% higher employee engagement levels than those that do not. Read more [here](#).



Diversity Matters Even More: The Case for Holistic Impact

Companies are under pressure to maintain financial performance while navigating a rapidly changing business landscape which demands internal cultures of transparency and inclusion, as well as the transformation of operations to meet social-impact expectations. Read more [here](#).



Race to Equality: UK Financial Services Report 2022

This independent research captures the experiences of ethnic minorities in UK financial services, gathering insights on recruitment practices, career progression, diversity and inclusion efforts, and, importantly, areas where discrimination continues to have a negative impact. Read more [here](#).

Upcoming Events



LGBTQ+ Histories Amplified: Reclaiming Queer History | 7 February 2024

In partnership with [AfroQueer Studios](#), we bring you a curated panel of queer storytellers from both white and global majority LGBTQ+ communities to tell their histories and stories. [Register here.](#)



For Black Boys... | Feb - March 2024

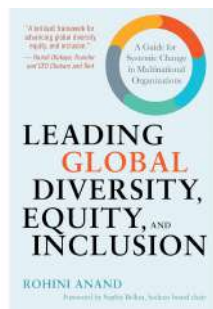
A deeply moving meditation on Black masculinity. Father figures and fashion tips. Lost loves and jollof rice. African empires and illicit sex. Good days and bad days. Six young Black men meet for group therapy. [Book here.](#)



Women's Summit: Women Accelerating Impact | 7 March 2024

We bring together cross-sector women leaders and change agents to open dialogues and illuminate how they are building more equitable systems to balance people, planet, and profit. Save the Date and [Register here.](#)

EL Recommends



Read **Leading Global Diversity, Equity & Inclusion**

This book offers five proven principles so multinational companies can advance diversity, equity, and inclusion with a nuanced understanding of local contexts across countries and cultures. Anand offers five overarching principles derived from her own experience leading global DE&I transformation. [Order here.](#)



Visit **Kin at the National Theatre**

In 1932, Leah and her family escaped persecution and embarked on a journey from Yemen to Palestine. Ninety years later, her grandson Amit Lahav reflects on the life changing decision his family made to flee and build a better life. [Book tickets.](#)

Watch **Why Tech Needs Diversity**

This TEDTalk playlist brings together fascinating, forward-thinking talks that highlight the importance of diversity - in its many forms - within the tech industry. From fighting bias in algorithms to how we can keep bias out of AI, this is your platform to



dive into tech diversity. Watch [here](#).



Listen Sounds of Black Britain

This immersive podcast series celebrates the culture of Black Britain and the music it has brought us. This is a podcast where music is used as an educational resource to understand the Black British experience. Listen [here](#).

Meet The Team



Minaxi Mistry
(She/Her)
Founder & CEO



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(He/She/They)
Chief Consulting
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