



Your DE&I Business and Lifestyle Brief

March 2024

Power Rising: Women are Fuelling Change

As we approach International Women's Day on 8 March, it is incumbent upon us to take stock of where we are in terms of gender parity and more importantly, where we want to be. There have been some hard-fought gains at the top, with women's representation in the C-suite at the highest it has ever been. However, with lagging progress in the middle of the pipeline - and a persistent underrepresentation of women of colour - true parity remains painfully out of reach.

Adopting an intersectional lens to recognise no two women's experiences of underrepresentation or marginalisation are the same is also critical. In fact, countless studies illuminate the following trends:

- A [2023 McKinsey Report](#) reveal all women lose ground at the first step up to manager, but this broken rung holds back Black women and Latinas the most.
- Social media algorithms have been targeted as only promoting a certain body type to audiences however [new research from Boston University](#) highlights that more plus-size models are making a sizable impact across platforms, representing a potential shift in the inclusivity matrix of modelling.
- More than 90% of postmenopausal women were never taught about the menopause at school and over 60% only started looking for information about it once their symptoms had started, finds a new [UCL-led study](#).
- Women with disabilities are often overlooked and undervalued in their workplaces as a [LeanIn Report](#) shows. They are far more likely than women overall to be interrupted, to have their judgment questioned, and to hear that they are too angry or emotional, and they are also less likely to feel supported by their managers.
- Three quarters of LGBTQ+ women and non-binary professionals are reluctant to fully come out at work, a new study by [myGwork](#) has found.

Together with our annual [Women's Summit](#) being hosted virtually on 7 March 2024, our Brief brings you a collection of [resources](#) to include research, insights, books, podcasts, and so much more. Here's to celebrating all women accelerating impactful change today and every day.

Insights





Women in the Workplace 2023 Report

Women are more ambitious than ever, and workplace flexibility is fuelling them. Yet despite some hard-fought gains, women’s representation is not keeping pace. That’s according to the latest Women in the Workplace report from McKinsey, in partnership with LeanIn.Org. Read [here](#).



Supporting Employees Through Menopause Guide

6 in every 10 women feel their menopausal symptoms have had a negative impact on their work. Yet almost half of women who needed a day off due to menopause symptoms say they wouldn’t tell their employer the real reason. This guide helps you support team members. Read [here](#).



Creating Psychological Safety for Black Women

Feelings of inclusion, connection, and trust with colleagues and managers are harder to come by for Black women due to the historical and sociocultural context of the U.S. workplace. Black women require differentiated solutions to feel psychologically safe. Read [here](#).

Upcoming Events



Building Culturally Intelligent People in Your Organisation | 14 March 2024

Learn how CQ elevates your inclusive leadership practice, giving you the tools to adapt to diversity, in our complimentary webinar. Gain insight into



Women’s Summit: Women Accelerating Impact | 07 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



Berlin DE&I Masterclass | 12 June 2024

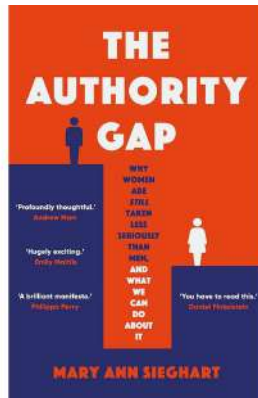
Our Masterclass is a hybrid learning event for cross-industry practitioners engaged in driving DE&I change across their organisations - meet peers

cultural values and how they impact our approach to team dynamics and client relations. Register [here](#).

balance people, planet, and profit. [Register here](#).

to grow your community of practice and connect with thought leadership. Enquire [here](#).

EL Recommends



Read **The Authority Gap**

Marshalling a wealth of data with precision and insight, and including interviews with pioneering women such as Baroness Hale, Mary Beard and Bernadine Evaristo, this book exposes unconscious bias in this fresh feminist take on how to address and counteract systemic sexism in ways that benefit us all. [Order here](#).



Visit **Women in Revolt: Art & Activism**

An exploration of feminist art by over 100 women artists working in the UK, this exhibition shines a spotlight on how networks of women used radical ideas and rebellious methods to make an invaluable contribution to British culture. Their art helped fuel the women's liberation movement. [Book tickets](#).



Watch **To Solve the World's Biggest Problems, Invest in Women & Girls**

As CEO of the Global Fund for Women, Musimbi Kanyoro works to support women and their ideas so they can expand and grow. She introduces us to the Maragoli concept of "isirika" - a pragmatic way of life that embraces the mutual responsibility to care for one another - something she sees women practicing all over the world. Watch [here](#).



Listen **Women at Work 2023 Podcast**

Deloitte's Global Inclusion Leader Emma Codd discusses key findings from the report. Despite signs of progress in burnout and stress levels, mental health is still a concern, and many women are struggling to switch off from work. Fewer women say they get adequate mental health support from their employers. Listen [here](#).

Meet The Team



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