



**Partner with us on your
change-making journey**

WE MAKE DIVERSITY, EQUITY & INCLUSION YOUR EVERYDAY

- ✓ | Choosing Inclusion
- ✓ | Transforming Perspectives
- ✓ | Co-Creating Change
- ✓ | Changing the Narrative
- ✓ | Delivering Inclusive Growth





“Diversity, equity and inclusion are my bedrock and I make it my mission to remain values-led in building a more equitable world.”

Minaxi Mistry She/Her
CEO & Founder

As a Brown woman, a daughter of first-generation Indian parents, our Founder Minaxi Mistry knew she was different from the very beginning. Navigating everyday life in Britain as a woman of colour has meant her journey into the world of DE&I started many years ago.

The tragic death of Stephen Lawrence in 1993 was Minaxi’s awakening and decisive moment which set her on her DE&I journey. It was also a watershed moment for race relations in Britain, and like George Floyd’s murder in the US some three decades later, it represented a turning point demanding of the world to closely examine systems of injustice and commit to redressing the inequities.

At the epicentre of huge business–transformational shifts, we have borne witness to mounting pressure on leaders to respond in meaningful and impactful ways. Both their people and customers expect them to commit to change which embeds DE&I into the very fabric of their organisations.

With this in mind, we are change–makers at Equality Leaders and are on a mission to make DE&I your everyday. We invite you to have an exploratory chat with us on how we can support you on your inclusionary journey, and together we can co-create transformational and sustainable change.



OUR VALUES

COURAGE

COLLABORATION

IMPACT

ACCOUNTABILITY

LIFELONG LEARNING

OUR PURPOSE

Our purpose is to be your most impactful DE&I partner. We take a disruptive, innovative, and compassionate approach to equip you with the tools to become change enablers and accelerate learning journeys.

OUR MISSION

Our mission is to support businesses in delivering impactful DE&I outcomes critical to their sustainable and commercial success. We are led by evidence-based insights to focus on building thriving futures for the communities we live in, work with, and serve.

WHAT WE DO?

We deliver sustainable DE&I solutions to help you be more diverse, inclusive and impactful.

HOW WE DO IT?



CONSULTING

We partner with organisations to support them in building values-led workspaces to foster cultures of inclusive and equitable decision-making.



LEARNING

We design and deliver bespoke learning experiences which are collaborative, experiential, and built to make an impact.



EVENTS

We bring people and communities together to share ideas, lived experience, and enrich dialogues to transform the way we work and live.



CONSULTING

Our approach is to frame DE&I as a culture strategy, as part of your shared identity and guiding compass. With our partners, we leverage our expertise in culture transformation, led by evidence, to innovate DE&I solutions designed with inclusion at their core.

We help you discover your opportunities, design strategic glocal solutions, deliver meaningful change, and develop impactful growth.

DISCOVERY

Analysing the root causes of inequalities and inequities, and how these are perceived across and beyond the business.

01

DEVELOPMENT

Working with you on an annual retainer to review your DE&I delivery and evaluate and track your progress.

04



DESIGN

Developing a long-term sustainable DE&I glocal strategy aligned to your business objectives

02

DELIVERY

Implementing and embedding solutions aligned with your business, DE&I and ESG strategies.

03



OUR LEARNING EXPERIENCES

We embrace lifelong learning with passion and drive, believing that people and businesses thrive when learning opportunities are abundant. An openness to learn and translate knowledge in different contexts sustains and strengthens inclusion.



➤ UNIQUE TO YOUR BUSINESS

Our Learning Experience Team will partner with you to co-design engaging and collaborative learning solutions that are aligned with your strategic objectives.

➤ OUR LEARNING EXPERIENCE TEAM

Equipped with the skills to provide impactful learning outcomes, our LX Team comprise of individuals who draw from their lived experience to support & guide you.

➤ PORTFOLIO

Our tailormade learning experiences explore topics such as:

- Imperfect Leadership | Neurodiversity
- Menopause Awareness | Mental Health & Wellbeing
- Disability Inclusion | LGBTQ+ Trans Inclusion



YOUR DIVERSITY, EQUITY & INCLUSION MASTERCLASS

Knowledge-build with practitioners to design impactful DE&I strategies

Our Masterclasses are hybrid learning experiences for cross-industry practitioners actively engaged in driving DE&I change across their organisation.

Each Masterclass builds a community of practice to cross-pollinate ideas, share best practice, connect with thought leadership, and learn from expert cross-sector facilitators. Curated sessions offer evidence-based insights to shape your thinking with fresh perspectives.

WHY ATTEND?

- **Building** your knowledge.
- **Driving** your impact.
- **Reviewing** your progress.
- **Sharing** best practice.





CULTURAL INTELLIGENCE CQ[®] MASTERCLASS

Building your CQ capabilities to lead with cultural agility and personal impact.

Our CQ[®] Masterclass can be delivered as a half-day learning experience, hosted virtually or in-person.

CQ[®] is the capability to work and relate effectively in culturally diverse contexts, enabling leaders to leverage their strengths and better understand how to lead with curiosity, courage, collaboration, cognisance, and commitment.

CQ AND ITS IMPACT

Organisations across the globe are applying CQ to harness their potential in driving enhanced business outcomes for the people and communities they serve.

Leadership Development

CQ gives key decision-makers the self-awareness to lead with compassion and agility.

Recruitment, Hiring & Promotion

CQ provides a framework to safeguard equitable decision-making.

Team Performance

CQ enhances team capabilities to communicate and innovate effectively.

Diversity, Equity & Inclusion

CQ offers a fresh perspective to enable a strategic approach to DE&I.





ALLYSHIP UNLOCKED

In 3 bite-size virtual sessions, our Allyship Unlocked learning experience challenges participants to self-reflect, deepen their understanding of core DE&I concepts, and commit to doing better.

Do you lack confidence navigating DE&I conversations?

Are you afraid of getting it wrong?

Are you unsure of where to begin your allyship journey?

Unlocking actionable insights and delivering impactful learning outcomes are core to our learning experience.

Foster psychological safety

Building trust in everyday moments by embracing vulnerability.

DE&I concepts

An introduction to foundational DE&I learning.

Unlearn with empathy

Listen to understand, put learning into practise.

Cultivate self-awareness

Committing to knowing and asking tough questions of self and others.

Active allyship

Put your privilege to work and share power.



OUR EVENTS

Committed to social impact and shifting the needle, our complimentary events bring people and communities together to exchange ideas and tell their stories to enrich dialogues to transform the way we work and live.

Gain insights from global business leaders, grow your community networks, and connect with like-minded people intent on enabling change.

> GLOBAL EVENTS

Our virtual events bring global changemakers and allies together to transform your perspective, offer fresh insights, and connect conversations to action.

> STORYTELLING

Storytelling is a powerful medium inviting in compassion and human connectedness. Our storytellers centre and amplify global majority voices.



OUR TEAM



MINAXI MISTRY

She | Her
CEO & Founder

“ I’m using my platform to pivot organisations towards meaningful, impactful, and sustainable change by making DE&I people’s everyday experience. ”



TIM HARDY – LENIK

He | She | They
Chief Consulting Officer

“ By listening to people, and connecting them to one another I invite people to share their stories, learn and grow in empathic leadership. ”



IAN BECKETT

He | Him
EVP Inclusive Business Transformation

“ I enable companies to achieve their digital transformation objectives by building inclusive high-performance teams in their businesses – productivity is increased and resistance to change reduced. ”



VICKY SLEIGHT

She | Her
EVP Cultural Transformation

“ I am committed to creating inclusive and equitable workplaces. I empower organisations to lead the charge in fostering diversity, equity, and belonging, because I believe that when we embrace equality, we ignite true transformation. ”



RAY JAMES

He | Him
Advisor

“ As a Black man, I use my platform to speak to my experience of living in a racialised world, educating people on what it means to be Black. ”



APPLE ROONEY

She | Her
Chief of Staff and Global Brand Lead

“ I connect and collaborate with storytellers, inviting in compassion, to bring people and communities together. ”



DYLAN SHIMMON

He | She
Global Head of L&D

“ My whiteness affords me privilege which I re-purpose to engage with, challenge, and disrupt white spaces. ”





OUR CONSULTING & LEARNING TEAM INCLUDES



SHARON EHRLICH

She | Her

Sharon is a Bronx raised Afro-Latina mentor and coach with a passion for working with and educating future leaders, specifically supporting women of colour.



DAVID PEARSON

He | Him

David is an award-winning leadership and inclusion expert and trainer. As former Director, Global I&D at KPMG, he supported inclusion for a global workforce.



LANDA MABENGE

He | They

Landa is a multi-lingual Educator and DE&I Facilitator who has led DE&I transformational change with organisations including Novo Nordisk, Nike SA, and 2U.



REBECCA BERRY

She | Her

Rebecca is an experienced facilitator and coach, having designed and implemented global people strategies, as well as culture change and DE&I programmes.



RUBEN CAROL

He | Him

Ruben is a Disability Access and Inclusion Specialist having worked for TfL, C2C Rail, Portsmouth University, and Uber.



TATE SMITH

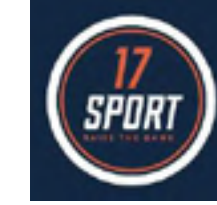
He | Him

Tate is an activist and consultant dedicated to improving trans male visibility and building transgender inclusion policy, openly speaking about masculinity and trans male menopause.





TRUSTED BY



TESTIMONIALS

Great insight into a new way of thinking about stakeholder relations and management. Will certainly bring this to the fore of my thinking.

Scottish Government

Equality Leaders has been our partner in advancing our workplace's dialogue on race. Their guidance has empowered us to navigate these conversations with sensitivity and purpose.

Kellanova

Attending this DE&I Masterclass created new thought processes and ideas for how we can create an even more inclusive environment at Sky, whilst producing massive value to our business.

Sky

Thank you for leading these sessions - your commitment to making them as meaningful and impactful as possible is undeniable.

17 Sport

It was an absolute joy to host the team at Equality Leaders, alongside a number of wonderful D&I experts looking to connect and share best practice with each other.

Auto Trader UK



PARTNER WITH US ON YOUR JOURNEY...

CONTACT US



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**Sign up to our complimentary
monthly DE&I Brief, bringing to your
inbox everything you need related to
DE&I for business and lifestyle.**