



Your DE&I Business and Lifestyle Brief

April 2024

Empowering Indigenous Voices: First Nations People in the Workplace

A long history of colonialism, genocide, and racism has led to structural and cultural inequities faced by Indigenous Peoples across the globe. They are underrepresented in decision-making processes and our workplaces, endure widening pay gaps, and all too often experience isolation because of a lack of Indigenous role models at senior leadership levels. Additionally, they are regularly surrounded by managers, colleagues, and senior executives who do not truly understand their history and cultures or the burdens they carry.

A 2021 Report by [Catalyst Canada](#) reveals some sobering facts on how Indigenous Peoples experience our workplaces:

- A staggering 52% of Indigenous Peoples say they have to regularly prepare themselves to face racial bias at work, while 60% feel “emotionally unsafe” on the job.
- 67% of the Indigenous women surveyed - that's two of every three - reported that they feel the need to be "on guard" at work, in comparison to 38 per cent of Indigenous men.
- Only 4 in 10 Indigenous workers feel safe enough to make mistakes and take risks without being penalised.

Virginia Purcell from Tobacco Plains First Nation states “Many forms of racism against Indigenous Peoples in the workplace are silent, unspoken and manifest themselves in attitudes and stereotypes that prevent an Indigenous person from being fully recognised and accepted into the workplace.” It is time for this to change.

Our Brief brings together a collection of curated resources for you to learn more about these experiences, but crucially, how you can step up in meaningful ways as allies to our Indigenous siblings.

Insights



The Cycle of Indigenous Trauma Continues in the Workplace

Despite companies having diversity and inclusion



Inclusion of Indigenous Workers in Workplace Mental Health

There is very little known about inclusivity issues



10 Ways to Support Indigenous Employees in your Organisation

Indigenous People in the workplace must be seen

policies, we see the continued compounding of trauma. Organisations have a common understanding to not bring emotion into workplace decisions but that understanding wasn't designed by Indigenous people. Read [here](#).

related to Indigenous workers' maintaining their mental health. This research paper identifies the major issues influencing the exclusion and inclusion of Indigenous workers. Read [here](#).

and acknowledged for who they are. So how can organisations create safe spaces and what are the tangible steps to make this a reality? Recognising traditional territories and having spaces for spiritual or cultural practices is a good start. Read [here](#).

Upcoming Events



Building Culturally Intelligent Teams | 16 May

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 the ways in which you bridge differences to build high-performing teams. Register [here](#).



LGBTQ+ Voices Amplified | 05 June

We're bringing cross-industry Pride ERGs together to better understand how best to build meaningful community partnerships and deepen our human connection through curiosity, empathy and compassion. This is about having tough conversations on issues impacting our LGBTQ+ siblings. [Save the Date.](#)

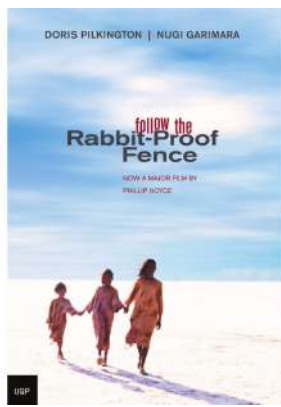


South Asian Heritage Voices Series | 09 & 10 July

We're hosting 2 virtual events seeking to shed light on untold histories to reveal stories of community, identity, resilience, and belonging. We also speak to being Brown and British, and how navigating seemingly disconnected identities inevitably means being "too British" or "not British enough". [Save the Date.](#)

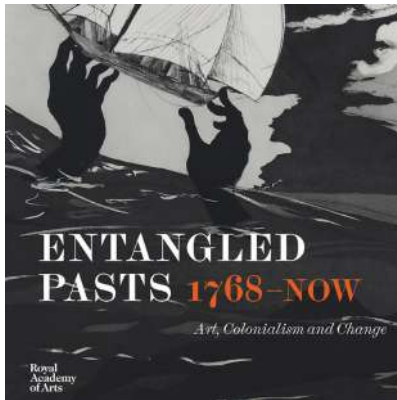
EL Recommends





Read Rabbit-Proof Fence

This extraordinary story of courage and faith is based on the actual experiences of three girls who fled from the repressive life of an Australian Native Settlement, following along the rabbit-proof fence back to their homelands. Assimilationist policy in 1930s Australia dictated that Aboriginal and mixed race children be taken from their kin and their homes in order to be made white. [Order here.](#)



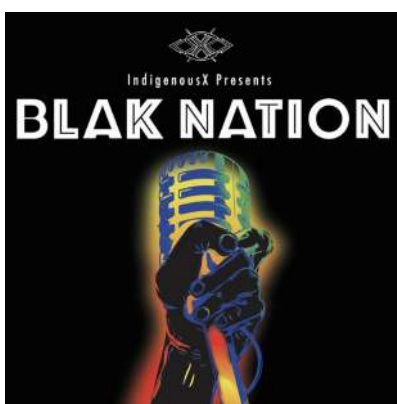
Visit Entangled Pasts: Art, Colonialism & Change

The Royal Academy brings together over 100 major contemporary and historical works as part of a conversation about art and its role in shaping narratives of empire, enslavement, resistance, abolition and colonialism – and how it may help set a course for the future. [Book tickets.](#)



Watch 5 Values for Repairing the Harms of Colonialism

Indigenous wisdom can help solve the planetary crises that colonialism started, says lawyer Jennifer "Jing" Corpuz. Her ancestors, the Kankanaey-Igorot people of the Philippines, are known for creating the Banaue Rice Terraces: centuries-old irrigated mountain terraces that illustrate the magic of humanity living in harmony with nature. Watch [here.](#)



Listen Blak Nation Podcast

Amplifying Indigenous voices and telling the stories that need to be heard, this podcast delves into the conversations that Aboriginal and Torres Strait Islanders are having which are rarely heard outside the communities - it takes you into the spaces where these ideas are being talked about. Listen [here.](#)

Meet The Team



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