



## Your DE&I Business and Lifestyle Brief

June 2024

### Pride Isn't Always About Coming Out

To anyone from the LGBTQ+ community who may need to hear it – you don't have to be out to be valid within the community. You are loved, respected, and supported just as you are.

Many within the LGBTQ+ community consider 'coming out' almost as a rite of passage, something one must do to live loudly, proudly, and be welcomed into the community with open arms. But we need to recognise that this narrative can be harmful and inherently exclusionary.

So from our chosen family to yours, this Pride Month we're sending love to those who:

- Are scared to come out
- Lost close one's by coming out
- Can't come out due to safety
- Don't have a support system

And to all the allies out there, make sure that you're showing up for the LGBTQ+ community year-round, educating yourself about the countless incredible gender non-conforming role models out there who are living their lives authentically and wholeheartedly with joy, connection, and belonging. Our Brief with its curated resources supports you on your continued learning journeys.

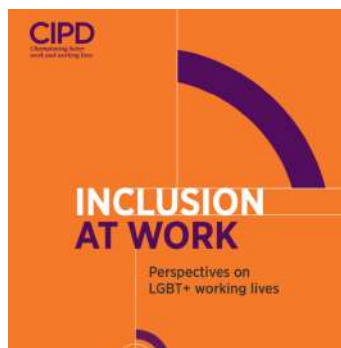
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### Insights



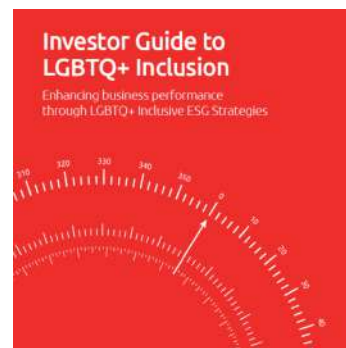
#### **Deloitte Global 2023 LGBTQ+ Inclusion @ Work**

Research reveals there is much work to be done when it comes to LGBTQ+ workplace inclusion: A third of respondents are looking to move to a more LGBTQ+ inclusive employer, a figure that is even higher for those in an ethnic minority. And being out at work is important for



#### **CIPD Inclusion at Work: Perspectives on LGBTQ+ Working Lives**

LGBTQ+ employees often experience lower levels of psychological safety, wellbeing and job satisfaction, than their heterosexual counterparts. When it comes to trans inclusion, close to half of trans workers argue that inclusion and diversity training and guidance for



#### **Investor Guide to LGBTQ+ Inclusion**

This report looks at why LGBTQ+ inclusion matters to investors, and how it can be integrated within Environmental, Social, and Governance (ESG) strategies. Ultimately, the report strives to encourage more companies to adopt LGBTQ+ inclusive ESG strategies and provide

many, yet less than half are out with all colleagues. Read [here](#).

line managers was inadequate in their workplaces. Read [here](#).

insights for investors to evaluate companies on LGBTQ+ inclusion effectively. Read [here](#).

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## What Our Clients Have To Say



*"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. The Equality Leaders team were a dream to work with and we shall look forward to partnering with them again in the future."*

- **Helen Robinson, D&I Community Manager, Auto Trader UK**



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## Upcoming Events



### **Launch Event: ERG Accelerator Programme | 20 June**

Learn how our new ERG Accelerator Programme can support your ERGs' capacity to influence, align with business strategy, and ultimately remain member-led in their mission. This launch webinar introduces you to our newest collaborative learning experience. Register [here](#).



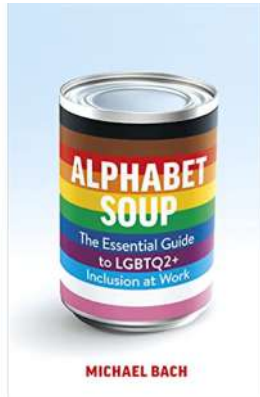
### **South Asian Heritage Month | 9 & 10 July**

Our series centres and amplifies South Asian voices, illuminating their journeys which have brought them to where they are today. Their identities and experience shape their stories. Their stories are not just a celebration of British Asian lives, but a testament to their tenacity and indomitable spirit. Register [here](#).



### **Dublin DE&I Masterclass | 26 September**

Together with host partner Sky, our Masterclass is an in-person learning experience for practitioners building their competencies to deliver impactful DE&I strategies, and is designed to shift thinking and drive better business outcomes. Enquire [here](#).



### Read

#### **Alphabet Soup: The Essential Guide to LGBTQ2+ Inclusion at Work**

Simply slapping a rainbow over your company logo during Pride Month isn't going to cut it. In this myth-busting follow-up to the 2020 breakout bestseller *Birds of All Feathers*, diversity and inclusion expert Michael Bach breaks down everything you need to know about creating inclusive workplaces for people who don't fit squarely into the "straight" and "cis" box.

[Order here.](#)



### Visit

#### **Storyteller: Photography by Tim Hetherington**

Explore a more thoughtful and visually captivating insight into conflict than in the news we watch or read, and challenge your assumptions about war and those caught up in it. A celebrated photojournalist, filmmaker and humanitarian, Hetherington take a deeper look into the human experience of conflict. Book [here](#).



### Watch

#### **Rafiki**

Kena and Ziki both dream of a life beyond the stifling confines of their conservative Nairobi neighbourhood. From the moment the two young women meet, the connection is clear. Torn between the romantic desire to follow their hearts and the pragmatic need to follow their heads, the star-crossed lovers find themselves forced to make an impossible choice. Watch [here](#).



### Listen

#### **Bad Gays**

This podcast profiles queer people from the past whose lives have been overlooked by queer people on the search for historical icons. Among their ranks are emperors and criminals, fascist thugs and famous artists, austere puritans and debauched bon viveurs, yet all of them have one thing in common — they engaged in same-sex or gender non-conforming behaviour. Listen [here](#).



Minaxi Mistry  
(She/Her)  
Founder & CEO



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



Ray James  
(He/Him)  
Advisor



Ian Beckett  
(He/Him)  
EVP Inclusive  
Business  
Transformation



Vicky Sleight  
(She/Her)  
EVP Cultural  
Transformation



Apple Rooney  
(She/Her)  
Chief of Staff and  
Global Brand Lead



Dylan Shimmon  
(He/She)  
Global Head of L&D



Alissia DeGregory  
(She/Her)  
DE&I Coordinator  
(Freelance)

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