



Your DE&I Business and Lifestyle Brief

September 2024

Employee Resource Groups: Your Change Partners

In their [2023 Evolution of Work Report](#), Workhuman revealed that 60% of employees believe Employee Resource Groups (ERGs) can contribute to workplace psychological safety. Furthermore, the presence of ERGs at their workplace would make employees...

- trust leadership more – 36%
- more comfortable being their authentic self – 31%
- feel more connected to their company culture – 26%

Building inclusive workplace cultures has never been more important, particularly in a polarised world marked by growing isolation and burnout. It's crucial to recognise that effective ERGs play a vital role in making workplace inclusion a reality.

But of course, they are not without their challenges. Based on our research and client conversations seeking support to shape their ERGs into effective change partners, we encounter 4 main challenges:

- **Establishing Governance:** Having defined roles and responsibilities together with a well-led, well-resourced, and well-sponsored approach.
- **DE&I Alignment:** Ensuring their work is aligned with both organisational and employee expectations.
- **Inter-Network Collaboration:** Seeing each other as complementary and interdependent, rather than competing and separate, to centre the experiences of multiply-marginalised folks.
- **Defining Success Metrics:** Demonstrating their business value by moving beyond activity-based metrics to those focused on sustainable impact-outcomes.

Learn how we can help you with our bespoke [ERG Accelerator Programme](#) and continue reading as we bring together research insights and curated resources to support you and your ERGs on your change-making journeys.

Insights



**Research Report:
Evolution of Work**



**Poll: DE&I
Narrative Shifts**



**DE&I Practices
Undermining
Diversity**

ERGs strive to give employees of all backgrounds, identities and affinities a place to belong and can help make work a more inclusive place. They can contribute to positive cultural shifts which lower burnout, promote productivity, and advance key business goals. Read [here](#).

Most Americans approve of companies taking steps to address historic inequalities, according to a poll from [The Washington Post and Ipsos](#). Roughly 6 in 10 Americans said that diversity, equity and inclusion programmes are “a good thing”. Read [here](#).

While companies say they champion diversity, there are glaring disparities in diverse representation within managerial ranks. The authors shed light on why organisations are not making greater progress toward diverse representation at senior leadership level. Read [here](#).

What Our Clients Have To Say

”

"Working with Equality Leaders has been an absolute pleasure and hugely valuable to our organisation. Their ability to listen and truly understand the opportunities and challenges faced has been pivotal to the success of their bespoke workshop. Engaging, though-provoking and inspiring, their support has greatly assisted our journey to drive forward inclusivity and understanding of Cultural Intelligence."

- Becky Everest, Deputy Head Diversity and Inclusion, Royal Navy



Upcoming Events



Building Culturally Intelligent Teams

23 September 2024

Building Culturally Intelligent Teams | 23 September

Learn how Cultural Intelligence 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](#).

Disability Visibility

Tackling Underrepresentation in Leadership



19 November 2024

Disability Visibility: Tackling Underrepresentation in Leadership | 19 November

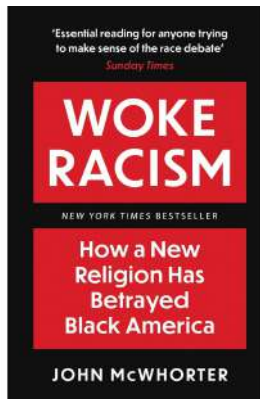
Our panel of disabled leaders share their unique career paths into leadership and showcase how they are challenging exclusionary norms to unlock opportunities for those to follow. With a 27% disability employment gap in the UK, redressing these gaps are crucial. Register [here](#).

London Masterclass For Your DE&I Strategy

06 February 2025

Your DE&I Masterclass | 06 February 2025 | London

Our Masterclass is an in-person learning experience designed to build practitioner competencies and knowledge-share good practice. Alongside fellow cross-industry DE&I practitioners, we bring you expert facilitators to ensure you walk away with evidence-based insights. [Enquire here](#).



Read

Woke Racism

We hear that being white automatically gives you privilege and that being Black makes you a victim. We want to speak up but fear we'll be labelled a racist. According to John McWhorter, the problem is that a well-meaning but pernicious form of antiracism has become, not a progressive ideology, but a religion – and one that's illogical, unreachable, and unintentionally neoracist. Buy [here](#).



Visit

Grace

Alvaro Barrington's latest exhibition Grace is a curation of Black culture and identity drawn from his own experiences and memories growing up in ex-British colony Grenada and New York City. Installed in Tate Britain's Duveen Galleries, the exhibition is built around three key figures in his life; his grandmother Frederica, his close-friend or sister Samantha and his mother Emelda. [Visit](#).



Watch

How to live a whole life without a whole body

When she was eleven years old, Erica Kinney felt a pain in her leg. Less than 48 hours later, Kinney was getting the life-changing diagnosis of childhood bone cancer. In this powerful talk, she shares how, as a young adult, she made the radical decision to amputate her leg. With poignancy and humour, she explores what makes a life worth living. Watch [here](#).



Listen

DOAC Podcast: They're lying to you about menopause

Meet the woman behind the scientific research revolution that could change the lives of 50% of the world's population. Dr Lisa Mosconi and Steven Bartlett discuss topics such as how the menopause impacts the brain, the link between menopause and Alzheimer's, why sex hormones are essential for brain health, and the truth about hormone therapy. Listen [here](#).

Meet The Team



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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**WANT TO BUILD CULTURALLY
INTELLIGENT TEAMS?**

[LEARN MORE](#)



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