



The Diversity Trust Summer Newsletter

Celebrating 10 Years!

Our summer newsletter is bursting with highlights and positive stories for reflection and inspiration. As we reach this important milestone in our organisation's history, we reflect on some of our highlights, as we continue to influence social change for a fairer society.



We reached the '10 years' mark and gathered together with DT family and friends to celebrate on 8th July. Berkeley Wilde, our founder, shared his thoughts on the journey he has been on with The Diversity Trust.

"This event today is a celebration of the ten-year anniversary of the Diversity Trust, but this journey didn't start in 2012. I had been working for almost ten years before that to establish myself in the diversity space and eventually establishing the company... If we were to achieve our mission of creating a fairer and safer society, I knew I couldn't work alone. I needed people and organisations to partner and collaborate with."

Read Berkeley's full speech article [here](#).

Spotlight on... Findings from **Research with Totaljobs**



We recently collaborated with Totaljobs to complete some research into the career progression challenges that Black and South Asian women face. The findings were shocking and featured extensively in the media.

Some of the key insights from the research include:

- It takes Black and South Asian women in the UK at least 2 months longer on average than their white colleagues to secure their first job after leaving education
- Black and South Asian women start out with higher levels of confidence about their career trajectory than white colleagues, but face numerous barriers to progression due to racism and sexism
- Two thirds of Black and South Asian women at managerial level believe that their ethnicity or gender has impacted their progression into a position of leadership
- Two thirds of Black and South Asian women have felt the need to code-switch at work, while 79% having faced discrimination
- 62% of Black and South Asian women report that their wellbeing at work has suffered as a result

Read the shocking and informative article [here](#).

Spotlight on... We've been **nominated!**

PinkNews

The annual PinkNews award ceremony recognises the incredible contributions of the people, organisations and companies that campaign for LGBTQ+ people and equality worldwide.

Our Founder has been nominated for an award in the '**Local Leader**' category for those who "...have done extraordinary work in a regional area or niche field that makes all the difference for future generations to come."

The ceremony takes place in October!

Spotlight on... Our **Latest Guest Blog**



Read our latest blog by Nithila K, writer for Unicorn Magazine, all about the generational queer divide. Nithila explains how there is an under-represented community within an under-represented community, that older queer people can often feel excluded from conversations about queer issues and also from queer spaces.

Nithila thinks it's not too late to change this, by opening the conversation back up and listening to the experiences of the older generations.

Read the insightful blog article [here](#).

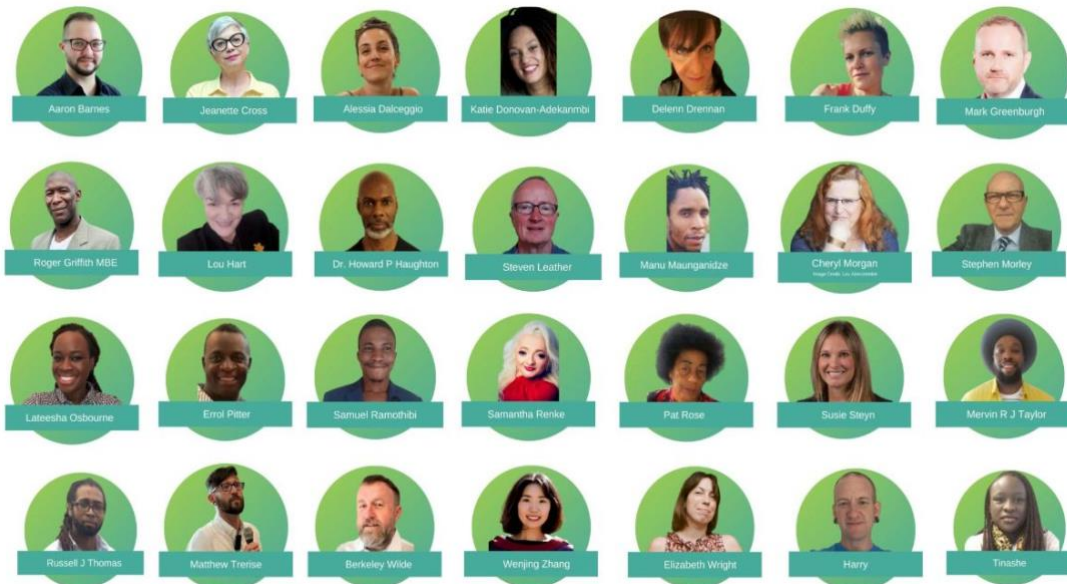
If you would like to contribute to our guest blog with a relevant article of +/-600 words, let us know by reply to this mail.

In case you missed it... we've also published several other articles recently. Check out:

Niamh Munglani's article on [Micro-Othering](#),

Bryony Moss's piece stating [6 Reasons To Employ Disabled Staff](#), or

our very own Stella Sutcliffe outlining the [Next Steps Towards Achieving A Gender Inclusive Culture](#).



Meet the Team

Our team continues to grow, to read our bios, visit our [Meet the Team page](#).

Spotlight on... Our Latest Podcast Episode, Featuring **Hira Ali** on Allyship and Advancing Your Potential



In collaboration with our partners, [Skin Deep](#).

Passionate about empowering women and ethnic minorities at workplaces, Hira Ali is an empathetic leader and published author. Founder of Advancing Your Potential, Hira works as a multi-faceted career coach, trainer and recognised thought leader and advocate in the diversity and inclusion space.

Listen to the interview here...

[Hira Ali – Allyship and advancing your potential](#)



Our Podcast episodes are free to stream via our website...

Allyship as a Tool to Fight Racism with K-Dogg [Listen here.](#)

Allyship and Inclusive Leadership with Dr Howard P Haughton [Listen here.](#)

Coming Up...

Mon, 5 September – International Day of Charity

Fri, 23 September:

[Exploring bisexuality research: From biphobia to bipoisitivity](#)

Mon, 3 October:

[Reconnecting Communities – Somerset LGBTQ+ Equality Network Event](#)

If you are not already registered for our newsletter, please email info@diversitytrust.org.uk.

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