

Welcome to the first edition of the eQS company-wide e-bulletin. To celebrate, we launch in conjunction with National Inclusion Week. We've packed this special edition with content from all our teams, sharing ideas that support awareness and understanding of inclusion.

Designed to support communication, community and understanding across our group of companies, this monthly 5-minute read will bring you a round-up of the latest company and sector news, important messages and other useful things you may find interesting.

This week marks the 10th annual National Inclusion Week, which aims to celebrate inclusion and take action to create inclusive workplaces. You'll find our National Inclusion Week themed content marked with the logo just like the next section is, below.



In his latest blog eQS Group Content Marketer, Richard Keeling, tells his personal story of bringing his full self to work, as a gay man. In his blog Richard explores why inclusivity starts from the recruitment process and why you need inclusivity buy-in from all levels of a business.

[Click to read Richard's blog](#)

[Click to submit an idea for a blog article](#)

## Company news

We are delighted to have recently welcomed Yemima Kamiti, Camila Williams-Johnson, Chloe Mason and Nana Umoh to the eQS team.

Yemima Kamiti has recently joined EW Group and Challenge Consultancy in the role of Executive Assistant.



Camila Williams-Johnson has joined eQS in the role of Group Head of People. Camila will be heading up the HR team, and will be working with Jen Doyle and Carol Ducker to provide comprehensive HR support at group level. In her spare time Camila enjoys gardening, reading, and spending quality time with her family and friends.

Chloe Mason, has recently joined the Invate team in the role of Customer Service Administrator.

Nana has joined EW Group and Challenge Consultancy in the role of Client Solutions Manager. Nana is looking forward to building amazing client relationships and learning more about the business and the change we provide to people everyday. In her spare time Nana loves to cook and experiment with local ingredients as well as take spontaneous trips away.



Can all Amano consultants who have not yet received their Amano photocard I.D please email [amano.recruitment@amatech.com](mailto:amano.recruitment@amatech.com) to confirm your current address and also, make sure you have sent a photo in as a JPEG attachment. Please note if you have done this within the last week your ID card will be with you shortly. ID cards are sent directly to your home address once you start working with students.

On Thursday 29th September we will be attending the North East Business Awards where we are competing for the coveted title of Company of the Year.



# review challenge educate

One of the themes for National Inclusion Week is 'The Power of Allyship: Be an active ally,' making now the perfect time to revisit this blog written by EW Group Co-Founder, Jane Farrell, entitled 'How to be an ally in the workplace'.

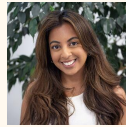
In the blog Jane explores what companies can do to support their employees from challenging stereotypes to reviewing internal policies.

[Click to read: How to be an ally in the workplace](#)

[Click to submit an idea for a blog article](#)

## Staff spotlight

Each month we'll be shining the spotlight on a particular member of the eQS team and getting to know them a little bit better. This month is the turn of Consultant Manager at EW Group and Challenge Consultancy, Trisha Chauhan.



### How does your day start? What do you do before work?

My day (most days) start on the treadmill. I have a treadmill at home, so usually I wake up and do a 30-minute run. If the weather's nice, sometimes go for a walk. I've found that being active has been really important for my mental health.

### What would a normal day in your role look like?

I have a fairly new role in the organisation as Consultant Manager, so my days vary. Some days I'm speaking with consultants, problem solving issues and working to find the right consultants for the right projects. Other days, I'm working on consultant engagement initiatives and projects. Right now, something I am working on is thinking through psychological safety of our consultants. What does this look like and what can we do as a company to create space and a process that supports the psychological safety of our consultants.

### What's your favourite lunch to have when you're at work?

If I'm at home, I'll rustle up a salad – something with rocket leaves, cherry tomatoes, chickpeas, hummus. Or prawn tacos! The perks of flexible working/WFH is I no longer live off Tesco meal deals.

### What do you like to do in an evening / weekend to unwind?

In the evenings, probably going for an evening walk, listen to a podcast and cooking. I like to cook – mainly Indian fusion food. I take my mum/dadima's (grandma) instructions of "add a little bit of this and a little bit of that" and try to make it my own because who knows what they really mean by a "little bit"! On the weekend - spending time with my partner, family and close friends. Going for walks, I like to read a lot of non-fiction/EDI related /auto-biographies/personal development. Currently reading 'Invisible Child: Poverty, Survival, Hope in an American City'.

### What's your favourite thing about your job?

One of my personal values is equality. I think being able to be part of an organisation that is committed to making change in the workplace/world through shifting the dial on Equality, Diversity and Inclusion is what drives me to come to work every day.

Want to volunteer to be involved in an upcoming staff spotlight? Email Richard via the button below.

[Click to volunteer for an upcoming staff spotlight](#)



Another one of the themes for National Inclusion Week is 'The Power of Recognition: Empower your Colleagues'. For the past couple of weeks we've been asking for your recognition messages. Who has gone above and beyond to help you out at work or offer you support?

"Jen Doyle has been working hard to get members of all organisations set up and settled and facing quite a few difficult conversations. The merger has been full on, but she handles it all with a smile."

"I would like to recognise the EW Group and Challenge Consultancy project management team. We have recently introduced a number of changes to processes, responsibilities and lines of reporting, and the team have responded wonderfully. Thank you – your efforts and understanding are appreciated!"

"I would like to thank the HR and admin team (Carol, Kim and Michael) – the support before my holiday to get a project finished was amazing, they all came together to get this done and it wouldn't have been possible otherwise."

"Carol embodies the company values even in this short time, be fearless and tell it like it is. She has gone above and beyond in several instances to make sure things are done and that they are done properly. Always willing to help and support and has done fantastically covering my work whilst I was on annual leave."

"I would like to acknowledge and thank a number of colleagues, namely Cara Low for the constant support, but particularly around setting up the survey for our client Canary Wharf Group; Eve Mason for always being a great sounding board on all things content and product and particularly for helping to craft a new training session for our client Formula 1 and last but not least, Catherine Manser for all the help with managing the relationship with our client BDP and doing amazing work on reviewing the report to the client."

## eQS media hub

Each month we will be sharing films, TV shows, podcasts, books or articles that may be of interest to people working across the whole company. If you have a recommendation for next month's eQS media hub please email Richard via the button below.

## Podcast

### My Voice

Giving disabled people from ethnic minority backgrounds a voice and a platform to share their stories through this podcast.

[Click to listen to the podcast](#)



## Video



### Perfect - Dave

An irreverent comedy following three young wheelchair users on their quest for jobs and love.

[Click to watch via UKTV Play](#)

### Bernardine Evaristo: Never Give Up - BBC

Alan Yentob explores the remarkable life and work of the trailblazing Anglo-Nigerian writer Bernardine Evaristo, author of the Booker Prize-winning novel Girl, Woman, Other.

[Click to watch via BBC iPlayer](#)



### All the Little Things - Badlands short

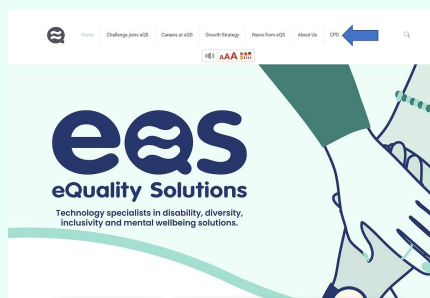
This four-minute short is very powerful and may be triggering for some. It follows Aday, a black man in the UK, on his day in the office. Watching him experience a series of microaggressions, we see the impact this has on his mental health.

[Click to watch](#)

[Click to make a recommendation for next month's media hub](#)

## Learning opportunities and resources

Did you know there is a dedicated page on the eQS website for upcoming CPD opportunities and useful resources? You can access the page by clicking 'CPD' in the top menu on the eQS website. The page is updated every Friday to ensure you are up to date with the latest learning opportunities. If you find a CPD opportunity or useful resource you think the wider team would find interesting please email all the details to Richard via the button below.



[Click to suggest a CPD opportunity](#)

## Key dates

Here are some notable dates coming up in the next four weeks...

- 26th September - 2nd October - National Inclusion Week
- October - Black History Month
- 8th - 15th October - National Hate Crime Awareness Week
- 10th October - World Mental Health Day
- 11th October - National Coming Out Day
- 24th October - Diwali
- 27th October - National Mentoring Day

[Get in touch if you have an idea for the next e-bulletin](#)