

Leader to Leader 2022



In 2021 we introduced the concept of 'Leader to Leader' conversations as part of #PurpleLightUp. We invited organisations around the world to publish Leader to Leader Conversations between disability Employee Resource Group/Network Leaders and their CEOs on the 3rd of December.

'Leader to Leader' provided organisations from across the public, private and NGO sectors with the perfect platform to celebrate the economic contribution of employees with disabilities and shine a light on the work of those who are making the most extraordinary contribution to cultural change: the disability ERG/Network leaders.

Over 50 organisations (including Unilever, Microsoft, Accenture) participated in 'Leader to Leader' conversations. This resulted in over 70 videos which had over 186 thousand combined views.

Building Inner Confidence

As employees with disabilities, it's often our own lack of personal disability confidence combined with having to manage disability 'alone' at work that frequently hampers our careers and risks damaging our mental and physical wellbeing.

Lack of inner confidence can cause us to feel hesitant in requesting the adjustments/accommodations that would enhance our productivity; reluctant to share their personal information or stories at work; and unable to bring their authentic selves to work.

This is why in 2022 as a part of #PurpleLightUp we will be inviting disability Employee Resource Group/Network Leaders to have a 'Leader To Leader' conversation with their CEO to discuss the role of personal and professional development in supporting inner confidence.

We encourage these leaders to discuss

- Their personal reflections and lessons learned in relation to building inner confidence.
- How does your disability ERG/Network help employees with disabilities to build their inner confidence?
- How can organisations support employees with disability to bring their authentic selves to work and thrive?

Building disability confidence from the inside out

2021 Leader to Leader



Please click on the logos to view the relevant Leader to Leader video.



Hear from US Disability ERG Sarah Cline and CEO Jimmy Etheridge as they talk about the importance of removing stigma around talking about disabilities and advancing disability inclusion at Accenture.



Channel 4 joined the Leader to Leader conversation in 2021 by having a conversation between CEO Alex Mahon and co-Chairs of Disability ERG 4Purple, Nicole Steven & Corie Brown, about disability inclusion, driving change & what purposeful leadership means to them.



As part of our #PurpleLightUp 2021 'Leader to Leader' theme, GSK's Sally Jackson, GSK leadership team member and chair of the Global Disability Council, talked to GSK Disability Confidence Network global co-chairs Andy Garrett and Tracy Mitchelson.



National Trust

The National Trust in 2021 held a 'Leader to Leader' conversation between their Workability Network Co-chairs Heather and Lavinia with Celia, the network's executive sponsor. We heard from Lavinia as she shared how her own experiences at work led to her finding her voice within the organisation and from Celia who highlighted the importance of welcoming everyone and how the voices of those with lived experiences of disabilities should be at the heart of shaping how we do this.



In this 'Leader to Leader' conversation between Unilever CEO Alan Jope with Joanna Allen and Nakul Gaur, Unilever's Co-Chairs of their employee resource group for persons with disabilities, called Enable. You can hear in the conversation more about how Enable is making Unilever a more inclusive workplace.



BANK OF ENGLAND

Hear from Shona Stewart, co-chair of the Bank of England's staff disability network, and David Wall, the Bank of England's Autism Champion who spoke with Andrew Bailey about inclusivity for disabled colleagues. They discussed some of the challenges that their colleagues face and reflected on the importance of representation and role models within the Bank of England.

Building disability confidence from the inside out