

WEBVTT

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00:00:18.990 --> 00:00:26.940

Mary Wilson: Good afternoon and good morning everyone and just wait a moment, as I can see folks still coming into the room so we'll kick off shortly, but thanks for being with us.

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00:00:46.680 --> 00:00:51.240

Mary Wilson: Excellent I'm going to get us started. Hello everyone and welcome to our program today.

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00:00:51.750 --> 00:00:59.100

Mary Wilson: We are very pleased to be hosting a firm wide event in acknowledgement of Disability Employment Awareness Month celebrated in October.

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00:00:59.550 --> 00:01:07.470

Mary Wilson: To commemorate the many and varied contributions of people with disabilities to our workplace, this is our first annual event.

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00:01:07.890 --> 00:01:18.690

Mary Wilson: So we are delighted to have so many of you with us, and we have a great speaker today. The addition of this event acknowledges people with disabilities to our annual firm celebrations.

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00:01:19.470 --> 00:01:26.010

Mary Wilson: And is really just a continuation of our commitment to diversity, equity and accessibility at Dentons in all its forms.

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00:01:26.580 --> 00:01:36.630

Mary Wilson: A special thanks today to the planners of our event, the co-chairs of our Disability Accessibility Affinity group: Belinda May, Katie Krutzsch and Max Carr-Howard.

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00:01:37.230 --> 00:01:51.990

Mary Wilson: As always, a shout out to our amazing D&I team: Ada, Valerie, Celeste and Emilie do such a great job in keeping all of these important issues in front of us and helping us with all of this programming.

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00:01:52.680 --> 00:02:02.760

Mary Wilson: I am now going to pass it over to Belinda May, one of our co-chairs of this Affinity group which launched earlier this year, hence our inaugural event.

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00:02:03.030 --> 00:02:14.730

Mary Wilson: to celebrate this and really bring the contributions of this community forward in a really powerful way and Belinda is going to introduce our program and our keynote speaker today, Kate Nash. Belinda take it away.

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00:02:15.750 --> 00:02:25.650

Belinda May: Thank you, Mary welcome everybody. I see we have 160 participants and climbing and I know you're not going to be disappointed.

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00:02:26.970 --> 00:02:32.880

Belinda May: I sure wish I had the time, all you probably don't, to go back over.

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00:02:34.110 --> 00:02:50.190

Belinda May: I haven't had the opportunity to meet Kate over the late winter and early spring and all of her team in the UK and frankly all over the world, so instead what I'm going to do is embarrass her.

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00:02:51.510 --> 00:02:54.720

Belinda May: Yeah, like you didn't know.

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00:02:55.770 --> 00:03:09.480

Belinda May: And tell you a few things about her background. She's the CEO of PurpleSpace and author of *Secrets and Big News*. What PurpleSpace does

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00:03:10.590 --> 00:03:25.650

Belinda May: is helps employers, just like us, and we are now members of PurpleSpace to learn directly from their own people how to build disability confidence.

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00:03:26.940 --> 00:03:37.320

Belinda May: Confidence from the inside out and so an entirely new take on disability and accessibility.

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00:03:38.460 --> 00:03:50.220

Belinda May: Katie is a member of the UK's Disability Conference Business Leaders and is a judge for the Shaw Trust Power 100 list. Drumroll.

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00:03:51.300 --> 00:04:10.440

Belinda May: In 2007 she was awarded the Order of the British Empire, for her services to disabled people, served as Chief Executive of Radar and the UK has appointed her an ambassador for disability rights.

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00:04:11.610 --> 00:04:23.640

Belinda May: And so I could stop there, but I also want to acknowledge the now 190 people on this call, because the whole reason, Kate is here is you.

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00:04:25.260 --> 00:04:32.970

Belinda May: Bottom line that Max, that's Max, Katie and I and the D&I team are committed to

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00:04:34.230 --> 00:04:37.170

Belinda May: our Dentons colleagues, so.

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00:04:38.520 --> 00:04:43.440

Belinda May: Like Templeton right in Charlotte's Web, what's in it for you.

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00:04:45.240 --> 00:04:48.450

Belinda May: And so, if you'd like to smile today.

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00:04:49.650 --> 00:04:52.080

Belinda May: And laugh deeply and genuinely.

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00:04:53.700 --> 00:04:54.270

Belinda May: If

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00:04:55.560 --> 00:04:59.310

Belinda May: You could use a boost to your soul and your spirit today.

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00:05:01.350 --> 00:05:07.590

Belinda May: You know, if you want to see a whole new take on the color purple, can you even believe it.

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00:05:08.910 --> 00:05:10.830

Belinda May: And most importantly,

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00:05:12.030 --> 00:05:15.060

Belinda May: if you think changing the world is a good idea

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00:05:17.100 --> 00:05:19.680

Belinda May: and it's way doable.

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00:05:21.240 --> 00:05:26.010

Belinda May: I could not be happier to give you, Kate Nash.

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00:05:27.810 --> 00:05:41.850

Kate Nash: Wonderful. Belinda, what a beautiful, beautiful introduction. You are very kind, you're very gracious and, and so I start with a huge thank you for the invitation to join you all today.

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00:05:42.330 --> 00:05:50.400

Kate Nash: I'm sitting in my London flat. I'm often found on the Gower Peninsula over on the south coast of Wales but, of course.

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00:05:50.820 --> 00:06:00.030

Kate Nash: I travel the world in terms of the work that I do, and although, of course, the pandemic has given us huge challenges as individuals,

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00:06:00.420 --> 00:06:14.580

Kate Nash: the one plus is that we're able to move our way graciously and elegantly around the world to meet fantastic friends and allies, and it is therefore a huge pleasure to join you this evening.

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00:06:15.690 --> 00:06:30.030

Kate Nash: I'm going to do, four things tonight and we've got plenty of time at the end for questions and I'm going to talk a little bit about the value of disability employee resource groups.

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00:06:30.840 --> 00:06:38.130

Kate Nash: I'm going to share a little bit about how hard it is for employees with disability to share personal information

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00:06:38.460 --> 00:06:49.590

Kate Nash: about their disability, we often talk about disclosure of disability or declaration, and you know it's a language and I'm going to share a little bit about why we don't always enjoy

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00:06:49.920 --> 00:06:56.940

Kate Nash: the use of that language and why I wrote Secrets and Big News so we're going to talk about some of the challenges we have

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00:06:57.240 --> 00:07:06.540

Kate Nash: as human beings to identify, or the human experience that sometimes we would prefer, if pushed to articulate, that we would prefer not to have.

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00:07:06.900 --> 00:07:16.770

Kate Nash: And then I'm going to touch on the power of storytelling and describe the movement that I created, a global movement called Purple Light Up.

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00:07:17.310 --> 00:07:31.290

Kate Nash: The reason why that came about, the reason why it's growing, and the reason that we are so delighted that Dentons has joined this family, and together we will continue to build community and unity around the world,

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00:07:31.920 --> 00:07:40.950

Kate Nash: building disability confidence. So I have my wonderful colleague John who I already want to adopt and steal and take away with me forevermore he's going to

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00:07:41.490 --> 00:07:57.720

Kate Nash: drive the slides. The team make me laugh, I make them laugh. I'm useless with IT, you'd have thought I'd learned a thing or two over the last 18 months, however, my new best friend John is going to help us to do that, and so on the next slide if I may, John, I'm going to

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00:07:59.220 --> 00:08:06.180

Kate Nash: really just quickly introduce myself a little bit more, and, as I say, I grew up in London.

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00:08:06.600 --> 00:08:23.130

Kate Nash: And you know I -- my career started when I noticed the gulf between the perception and the reality of the lived experience of disability. I'm going to share a little bit more about what I mean by that in a moment and I chose to work, circling in the UK

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00:08:24.840 --> 00:08:38.160

Kate Nash: nationally to help support the process here in the UK to develop legislative reform and, of course, back in the day, we used the yardstick of the Americans with Disabilities Act.

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00:08:38.730 --> 00:08:46.230

Kate Nash: A seminal piece of legislation that really kickstarted it, not just in the UK, but in other places around the world,

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00:08:46.620 --> 00:08:57.780

Kate Nash: fresh legislation which supported employees to be everything that they can be, in the context of work, but, for me, I fell in love with disability employee resource groups.

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00:08:58.500 --> 00:09:09.960

Kate Nash: And I did that some years ago, when I left the Disability Rights UK as Chief Executive, because I noticed there increasingly being networks, LGBTQ plus networks,

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00:09:10.680 --> 00:09:24.150

Kate Nash: gender networks and other networks, faith networks and ethnicity networks were starting to become a fast growing vehicle, natural accelerators to drive cultural change.

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00:09:24.510 --> 00:09:35.280

Kate Nash: And I was confused and bemused, having worked for so many decades in the process of delivering change for organization and supporting legislators

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00:09:35.640 --> 00:09:45.330

Kate Nash: and politicians around the world to introduce legislation, why it was the case that disability networks were perhaps a little bit behind the curve.

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00:09:45.750 --> 00:10:01.680

Kate Nash: And the question I wanted to bring to the world was "might it be possible through the investment of disability ERGs to start to build the pace of cultural change around the world, using the best features that we see in other ERGs?"

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00:10:03.690 --> 00:10:11.670

Kate Nash: I call myself a traveler and a collector of stories, as I say, I dial in tonight eight o'clock in London.

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00:10:12.660 --> 00:10:28.230

Kate Nash: From my flat in London, though, often found in Mumbles in the West coast of Wales and I have had a very blessed career in that I've traveled the world

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00:10:28.740 --> 00:10:39.630

Kate Nash: and have spent most of my life, as I say, supporting legislators and employers to notice the huge value of purple talent.

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00:10:39.960 --> 00:10:50.760

Kate Nash: Disabled talent, employees with disability, but you know that expression, "the personal is political", so it was at last and, for me, my story began, you see me as a woman,

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00:10:51.480 --> 00:11:00.240

Kate Nash: we're amongst friends, I know there's 211 of us on the call, but I feel that you're friends already, so I share with you I'm a woman in my mid-50s.

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00:11:00.540 --> 00:11:12.900

Kate Nash: And for me my story of disability began when I was in my teens, 15, when I first acquired juvenile chronic arthritis, one of the rheumatoid arthritis's, the Still's disease.

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00:11:13.380 --> 00:11:25.170

Kate Nash: And I went from a young teenager running around the hockey pitch, and I never liked hockey but boy what a thing to get out of, hockey, in terms of acquiring arthritis.

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00:11:26.100 --> 00:11:33.840

Kate Nash: But I share this story, although it has taken me, of course, many years to learn a trick and a flick or two

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00:11:34.200 --> 00:11:43.530

Kate Nash: to understand that the experience of disability, or pain or discomfort or some of the barriers, does nothing to diminish my self-worth.

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00:11:43.890 --> 00:11:52.710

Kate Nash: And that there are things that we can do as individuals to preserve and protect our brand as high-performing individuals.

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00:11:53.190 --> 00:12:01.830

Kate Nash: But that takes time. It takes time. And when I think of myself as a young teenager at 15 there's a story I share with you.

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00:12:02.430 --> 00:12:09.690

Kate Nash: When my dear mom, and I'm lucky, very much, to still have my mom in -- who is in her mid-80s.

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00:12:10.380 --> 00:12:17.520

Kate Nash: But I was a teenager, 15, and I wasn't able to walk, dress myself, feed myself, I was then a permanent wheelchair user.

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00:12:17.790 --> 00:12:27.360

Kate Nash: I was looking at my sister at university and keeping my fingers crossed that I could get to university, but this was years before equalities legislation,

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00:12:27.690 --> 00:12:35.700

Kate Nash: and therefore, to go to university it wouldn't be in a university's gift, and there was no right on my behalf, and so,

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00:12:36.450 --> 00:12:51.780

Kate Nash: as I looked through, at 15, newspapers to think about what I could do when I grow up, I remember the words from my mom, very powerful words and she said K, it would be so nice if, one day, you could get a "little" job.

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00:12:53.850 --> 00:13:02.010

Kate Nash: What do you hear when I share that with you and do hit the chat box and do not feel afraid to offend me, it's not possible.

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00:13:02.610 --> 00:13:12.270

Kate Nash: And the reason I share that story, because now I want a "little" job, I managed to get that "big" job and isn't it funny how things go around and come around.

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00:13:13.140 --> 00:13:24.090

Kate Nash: But at that time as a youngster, who aspired to have a big career, and my mom, my dear mom, trying to protect me. Yeah because, although we joke now,

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00:13:24.450 --> 00:13:33.720

Kate Nash: although we see at first hand at PurpleSpace what we call the soft bigotry of low expectation that moment, when people feel

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00:13:34.080 --> 00:13:47.370

Kate Nash: that perhaps there is something about you that can't deliver at work, the reality is that my then mom was giving me the stretch target because, of course, she was the only one around me who put the word job

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00:13:47.760 --> 00:13:56.940

Kate Nash: in that sentence, as well as the word little. My dear mom trying to temper enthusiasm and recognizing that the world was inelegantly designed for me.

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00:13:57.450 --> 00:14:13.380

Kate Nash: So the world moved on, as I say, I spent most of my year helping legislators, creating PurpleSpace in 2015, the only cross-sector professional development hub, and we are beyond thrilled that Dentons have joined

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00:14:13.770 --> 00:14:30.840

Kate Nash: the Community. The work that you do is extraordinary, the reach that you have is extraordinary. 20,000 people across the globe, 12,000 lawyers, 200 locations, your clients, the reach that you have in terms of your own supply chains.

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00:14:31.770 --> 00:14:39.720

Kate Nash: You know, we are deeply thrilled that Belinda and the senior team has made this happen, so a big thumbs up and a high five.

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00:14:40.170 --> 00:14:53.610

Kate Nash: And on the next slide John, if I may, very quickly, I mean I'm not going to say too much about this, but we're here to support Belinda and Max and Katie and Celeste and Valerie and others to really plunder all of the goodies that we have.

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00:14:54.180 --> 00:15:06.570

Kate Nash: We are the world's only network of disabled employee networks, we have an online membership hub where Members can access information, podcasts, toolkits, connections

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00:15:06.990 --> 00:15:16.830

Kate Nash: learning group sessions and peer groups and a number of strategic working groups and what we do is to join up the talent, so we work with

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00:15:17.460 --> 00:15:25.260

Kate Nash: colleagues, over in Oceania, just been off calls in Australia this morning, we follow the sun across the world.

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00:15:25.680 --> 00:15:38.280

Kate Nash: We have Members in India and Middle East, we weren't we had a room, so what we're choosing to do really is to be a community and unity amongst the incredible disability leaders and alloys across the world.

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00:15:38.730 --> 00:15:43.890

Kate Nash: And then come back later to Purple Light Up and mention that and on the next slide.

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00:15:44.640 --> 00:15:59.490

Kate Nash: And what I want to do now is to know you're in good company I managed to find your logo on the website and there you are in very fine company with organizations like Twitter like Google like tsk Like you, I like Fujitsu.



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00:16:00.390 --> 00:16:09.480

Kate Nash: Public and private organizations many large global multinationals, and so my next year, I want to quickly join them that next slide, if I may.

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00:16:10.320 --> 00:16:34.050

Kate Nash: share with you why we seen such a powerful role of ERG's and networks, who are single handedly changing the shape of the future of disability inclusion as all things here, I want to cover off and the first key role is that they help employers to learn directly from their own people.

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00:16:35.070 --> 00:16:46.260

Kate Nash: If you look at reputable data collection points around the world, whether that's government departments, or otherwise, we know that any organization of any shape.

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00:16:46.590 --> 00:16:56.700

Kate Nash: of any sector of any size of any footprint will have around between 10 to 15% of that people will have a disability.

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00:16:57.420 --> 00:17:06.390

Kate Nash: And yet we know where those organizations can monitor, you will know, in terms of your own occupational trade be lawyers.

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00:17:06.990 --> 00:17:18.780

Kate Nash: For those of you who specialize in employment law, of course, you know this firsthand not all companies around the world are allowed to monitor, but for those who can and for those that do.

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00:17:19.590 --> 00:17:31.620

Kate Nash: We see universally that those employers will have, as I say, between 10 to 15% of the people will have a disability, so the first fantastic value of networks of resource groups.

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00:17:31.830 --> 00:17:43.830

Kate Nash: Is it supports companies like engines to learn directly from your own people and that would support you to help policy, the top of the shop the policies and the practices and procedures.

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00:17:44.940 --> 00:17:55.410

Kate Nash: and equally to support individuals to build that in a confidence will come back to that, secondly, they tend to speed up the process of cultural change.

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00:17:55.770 --> 00:18:09.150

Kate Nash: We say that they are the fastest growing mechanism to drive cultural change and really are the most powerful vehicle for cascading thoughts and ideas and positive spirit.

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00:18:09.540 --> 00:18:23.700

Kate Nash: And, as we know, disability is a human experience that can derail us sometimes it can derail us for a period of time, sometimes a longer period of time and for some of us a lifetime.

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00:18:24.060 --> 00:18:36.840

Kate Nash: And that brings challenge and it brings a number of things that invade our world, it might mean barriers, it might mean pain and discomfort For some it might mean a disjointed.

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00:18:37.320 --> 00:18:42.120

Kate Nash: career, for others it will mean different ways of moving around.

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00:18:42.690 --> 00:18:55.770

Kate Nash: Our workplaces, or indeed our cities or wherever we might live sometimes it's about the ways in which we need accessible communications through zoom or teams or other methods in order to access so.

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00:18:56.160 --> 00:19:12.030

Kate Nash: There are so many challenges and often they are framed as as negative challenges, but we see a purple space is equally a story of positivity of joy and I have absolutely no doubt that the network that you're creating.

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00:19:12.660 --> 00:19:22.380

Kate Nash: A sentence, led by the creatives we blend and Max, Katie and others, Celeste, that you'll start to build on

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00:19:23.520 --> 00:19:36.810

Kate Nash: have a very positive sense of what you can learn from your people, and thirdly, they tend to be vehicles that find the human when it comes to disability inclusion, this is of course a topic.

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00:19:37.560 --> 00:19:49.500

Kate Nash: That can be awkward for people to move into and to talk about and often er geez make it easier for our allies, as well as employees with disability to share aspects of their story.

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00:19:49.890 --> 00:19:58.440

Kate Nash: And then, lastly, we see that they just makes it easier for employees to normalize difference and to build trust, which of course is a two way street.

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00:19:59.100 --> 00:20:12.510

Kate Nash: What we see when organizations set up an energy from a standing start it doesn't take too long before we start to see the evidence as to how that's impacted on the business crucially over time.

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00:20:13.350 --> 00:20:22.140

Kate Nash: Individuals tend to share either formally or informally that they may have a disability, sometimes that's about to nip something in the bud.

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00:20:22.470 --> 00:20:30.900

Kate Nash: It working with a team, sometimes it is about formal monitoring processes, sometimes it's about being able to articulate.

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00:20:31.140 --> 00:20:39.330

Kate Nash: and asked for a workplace adjustment so over time through the normalizing difference ERGS have the most powerful contribution.

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00:20:39.570 --> 00:20:46.620

Kate Nash: of helping employees with disability to be in the room to be who they are to bring their authentic selves to work.

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00:20:47.040 --> 00:21:00.900

Kate Nash: And then equally we see engagement scores go up and, importantly, we see employer confidence just go through the roof, because I can say hand on heart that their decisions are based on the lived experience of their own employees.

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00:21:01.950 --> 00:21:06.930

Kate Nash: So john on the next slide what I'd like now to do is just to very quickly and so.

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00:21:08.010 --> 00:21:12.210

Kate Nash: Belinda very kindly mentioned the book that I wrote, which was the trigger for PurpleSpace.

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00:21:12.720 --> 00:21:21.270

Kate Nash: Please don't go buy it on Amazon, not that we don't love Amazon thumbs up to Amazon, but it is a free resource it's a free asset so.

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00:21:21.570 --> 00:21:35.280

Kate Nash: Belinda will be able to give you the link and if you are interested in hearing a little bit more about why it is that we find it hard to share personal information and do flick through some of the messages within that book.

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00:21:35.700 --> 00:21:46.740

Kate Nash: And PurpleSpace started with the book it's called *Secrets and Big News* because as individuals as human beings, we sometimes fall into the trap of talking about disclosure and declaration.

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00:21:47.340 --> 00:21:53.490

Kate Nash: And this is not a language or semantics, that we would overly encourage businesses to use.

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00:21:54.420 --> 00:22:01.470

Kate Nash: The reality is that very few of us, even those who are deeply politicized and if you snappers like a stick of rock.

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00:22:02.220 --> 00:22:06.930

Kate Nash: The definitions of disability in terms of the legalese run through us.

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00:22:07.380 --> 00:22:17.820

Kate Nash: The reality is it's a human experience that we are often worried about and very few individuals will run towards the language of disability.

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00:22:18.090 --> 00:22:27.090

Kate Nash: And that's for many varied reasons we're often fearful of the views of others, we are often worried about how other people might receive us.

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00:22:27.510 --> 00:22:36.930

Kate Nash: You know I shared with you the story of my mom, who is the wings beneath my sail, and the reason I shared that story which might.

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00:22:37.380 --> 00:22:47.190

Kate Nash: might be stopped for you is because, as human beings, quite often we don't always understand of what disability or ill health might mean for our lives.

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00:22:47.700 --> 00:22:58.320

Kate Nash: And one of the things that characterize these are stories, whether it for me it's arthritis whether it's MS whether it's somebody with a vision impairment, whether it's somebody who is deaf or hard of hearing.

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00:22:58.590 --> 00:23:06.090

Kate Nash: Whether it's somebody with Parkinson's disease, whether it's somebody with a visual impairment, whether it's somebody with a cancer, who is a cancer survivor.

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00:23:06.420 --> 00:23:26.610

Kate Nash: There is a theme that often runs through our lives and it's not so much about the actualities of the barriers and then the things that we can secure to create level playing fields but it's often about the reaction of pity, which is one of the most corrosive of human emotions.

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00:23:27.720 --> 00:23:34.800

Kate Nash: If we as individuals are faced with hate we kind of know what to do with that and it's a conversation that you can have.

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00:23:35.160 --> 00:23:46.530

Kate Nash: And pity is insidious and it comes in many different causes and it all can often a road of the self-confidence of individuals so *Secrets and Big News* was all about.

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00:23:47.040 --> 00:23:56.700

Kate Nash: calling out that challenge in our lives and to make it easier for employers to notice that so they can support the process of helping people to be who they are.

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00:23:57.450 --> 00:24:08.970

Kate Nash: And lastly, before we move on to the next slide John what I will call out one of the statistics that we use a lot if you think about all employees with disability around the world.

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00:24:09.270 --> 00:24:17.100

Kate Nash: Around 83 to 86% of those individuals are those that acquire that experience through the course of their working lives.

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00:24:17.520 --> 00:24:21.810

Kate Nash: And the reason why that is important, not for all of us, but for a good number of us.

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00:24:22.170 --> 00:24:34.140

Kate Nash: And the reason I call that out is because it means that individuals and a good number of your people will be individuals who are transitioning through.

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00:24:34.620 --> 00:24:45.630

Kate Nash: New identities and it can take time to make sense of disability or ill health or indeed mental ill health or neuro diversity.

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00:24:45.960 --> 00:24:56.130

Kate Nash: And those transition moments often mean that we go wee bit quiet before we come out loud and proud so that transition in often means that people.

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00:24:56.340 --> 00:25:10.860

Kate Nash: are cautious about sharing personal information because they don't know what life looks like and, indeed, what their longevity is in terms of earning their keep and retain and preserving their work and on the next slide John I made.

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00:25:12.330 --> 00:25:20.280

Kate Nash: The storytelling want to call out the value of storytelling I get so excited whenever I meet a Belinda I say that she's.

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00:25:21.090 --> 00:25:30.810

Kate Nash: sister from another mother and the reason I share, that is because she is a natural and gifted storyteller as many of you on this call will be.

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00:25:31.770 --> 00:25:37.560

Kate Nash: And what we find in terms of the ERG Community they become the natural home for storytellers.

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00:25:37.890 --> 00:25:52.200

Kate Nash: And we know how storytelling can change the world, and on this slide I shared three images of three well known individuals who, in their own ways have helped bring new truths to the world.

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00:25:52.680 --> 00:26:07.620

Kate Nash: So one is the wonderful Maya Angelou who wrote an amazing orator, and she talks, of course, about her own individual experiences and called out sometimes the challenges that black.

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00:26:09.060 --> 00:26:15.450

Kate Nash: Americans African Americans had a wonderful strap line I know and still do of course.

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00:26:15.750 --> 00:26:28.380

Kate Nash: And how wonderful strap line I know why the caged bird sings, which is a beautiful way of framing her ongoing story about the need we have as individuals in.

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00:26:28.800 --> 00:26:37.230

Kate Nash: The face of distress and great challenge to have to keep calling out our story, no matter how challenging that might be.

146

00:26:37.740 --> 00:26:44.490

Kate Nash: On the second image, there is the wonderful John Amaechi, British born, though he spent many, many years in the States.

147

00:26:44.940 --> 00:26:50.970

Kate Nash: One of the first basketball players indeed one of the first sports people who came out as a gay man.

148

00:26:51.720 --> 00:27:00.150

Kate Nash: And he talks often about the dynamic of trust and sharing personal information and one of his stock in trade stories.

149

00:27:00.420 --> 00:27:09.600

Kate Nash: Is that he shares he always thinks that coming out is really that we do for people who really deserve it, we often feel that they're coming out experience.

150

00:27:10.050 --> 00:27:21.810

Kate Nash: Whether that be for colleagues who identified in the LGBTQ Plus Community or indeed within the disability and or mental health.



151

00:27:22.530 --> 00:27:36.990

Kate Nash: it's not just about our confidence to share but it's about our ability to notice that either individuals or organizations have earned our trust in order to do that and then lastly Sheryl Sandberg of Facebook.

152

00:27:37.650 --> 00:27:47.370

Kate Nash: who wrote the book *Lean In*, a very controversial book, who called out both the institutional barriers.

153

00:27:47.880 --> 00:27:55.410

Kate Nash: That we still face as woman she did nothing to shy away from some of the challenges employers still have to make it easier for.

154

00:27:55.920 --> 00:28:01.740

Kate Nash: women to be who they are, in the context of work, but she equally in controversially.

155

00:28:02.310 --> 00:28:10.800

Kate Nash: held up a mirror to perhaps support women to think deeply about maybe some of the self-limiting and behaviors.

156

00:28:11.040 --> 00:28:22.860

Kate Nash: That we might inadvertently nurture about herself and her story are part of our story is done is better than perfect calling out sometimes an attribute that we have to do things perfectly.

157

00:28:23.700 --> 00:28:30.000

Kate Nash: Rather than good enough and on the next slide and I'm going to quickly look at the time see how we're doing great.

158

00:28:30.360 --> 00:28:48.630

Kate Nash: I'm just going to take a couple of minutes and for those of you who like crunchy stories and love numbers, I do encourage you to notice and we can get this information to you via your ERG group leaders for Linda and Katie and Max and Celeste and others.

159

00:28:49.740 --> 00:29:06.060

Kate Nash: We choose often to call out the real impact of storytelling one is a great example from Fujitsu a well-known company and they started their storytelling campaign called Be Completely You some years ago.

160

00:29:06.990 --> 00:29:11.430

Kate Nash: The business challenge that they wanted to resolve was that they were too few graduates.

161

00:29:11.760 --> 00:29:20.010

Kate Nash: applying for jobs and that then Chief Executive Duncan Tait said, I want to improve the fat funnel the pipeline of talent.

162

00:29:20.250 --> 00:29:27.000

Kate Nash: I want to see more disabled graduate supply for our jobs as a war on talent, we want the best in class.

163

00:29:27.270 --> 00:29:34.830

Kate Nash: So they started with a storytelling campaign they started gently with four of their employees with disabilities sharing their story.

164

00:29:35.130 --> 00:29:53.760

Kate Nash: uploaded those stories on to YouTube use the Twitter account and LinkedIn and, over time, it became an external on public narrative about how deeply serious and committed Fujitsu was in their ability to accommodate diverse talent.

165

00:29:54.360 --> 00:30:08.280

Kate Nash: years later, they did an audit child to look at why they're disabled graduates have gone up by 8% over a two year period, and they went back and the core reason was because they were brave enough to go public.

166

00:30:08.910 --> 00:30:18.120

Kate Nash: With their storytelling campaign so my invitation to you would be as you join your join you with purple stories PurpleSpace.

167

00:30:18.450 --> 00:30:29.370

Kate Nash: and start to deliver purple stories is to think about what might be the busiest challenges that you'd like to resolve attendance always start with purpose and then we're back.

168

00:30:30.270 --> 00:30:43.860

Kate Nash: And then two more slides and then I think I come to your good self Max and we will take some questions see what's coming through the chat room and see what your thoughts are and then I'm going to share a little bit about Purple Light Up so on the next slide.

169

00:30:45.450 --> 00:30:52.260

Kate Nash: And lastly, here we see storytelling becoming an unstoppable force for good.

170

00:30:53.010 --> 00:31:06.180

Kate Nash: I shared with you The Be Completely You storytelling campaign from Fujitsu others that are well known, Be Yourself from Shell, I Am Me from Unilever, and This Is Me Barclays are many, many, many others.

171

00:31:06.600 --> 00:31:20.970

Kate Nash: But this wonderful one that Unilever created I Am Me. Nicole, who we work with over in Southeast Asia has become the network leader at Unilever.

172

00:31:21.420 --> 00:31:30.060

Kate Nash: and using some of the great principles head turning principles of being able to be out and loud and proud about in this case is experience of.

173

00:31:30.300 --> 00:31:49.470

Kate Nash: Multiple sclerosis and well known within the business what he's able to do is support people to bring their authentic selves to work and then lay down the gauntlet that Unilever as a global multinational is serious in its quest for accommodating and a disabled talent, so I will close.

174

00:31:49.560 --> 00:31:51.270

Kate Nash: That, I will take a pause.

175

00:31:51.510 --> 00:31:53.130

Kate Nash: Max maybe you will join me.

176

00:31:54.990 --> 00:31:55.320

Max Carr-Howard: Yes.

177

00:31:56.910 --> 00:32:03.270

Max Carr-Howard: Well, thank you, Kate very much and we already have several questions that come in.

178

00:32:04.320 --> 00:32:15.150

Max Carr-Howard: And they're excellent ones.

179

00:32:16.410 --> 00:32:26.550

Max Carr-Howard: So he says I'm a below the knee amputee with combat PTSD I've been pretty open about discussing my disabilities, along with my journey since joining Denton's.

180

00:32:26.970 --> 00:32:35.460

Max Carr-Howard: However I've been told by several people my spouse included that you shouldn't necessarily do that I choose to do so in order to try.

181

00:32:35.790 --> 00:32:46.050

Max Carr-Howard: and provide my supervisors within Dentons in some glimpse of my day to day life, not as an excuse, but more as an added perspective to what I can manage daily.

182

00:32:46.560 --> 00:32:57.390

Max Carr-Howard: or when my prosthetic breaks or I have a medical appointment from orthopedics to behavioral health, am I handling things inappropriately.

184

00:33:05.310 --> 00:33:14.850

Kate Nash: So it's hard for me to answer so quickly without knowing your backstory but what Let me share some thoughts to you it's wrong for me to advise and I think all of us have.

185

00:33:15.390 --> 00:33:25.170

Kate Nash: found our way in terms of when to share how to share and what to share in terms of our stories and you know the.

186

00:33:25.530 --> 00:33:37.590

Kate Nash: it's a bit like there's a fairy tale in the UK, it may also you know it called Goldilocks and the three bears and it's a story about how much do you, you know.

187

00:33:38.130 --> 00:33:48.150

Kate Nash: How much do you share and how little do you share what I will say and just reading the unlimited texts that you shared there and Max has called out, I think.

188

00:33:48.750 --> 00:34:01.260

Kate Nash: We sometimes have a duty to share what we need in order to be successful, employees, we know that there are aspects of our human experiences.

189

00:34:01.950 --> 00:34:11.250

Kate Nash: That are well known and well managed and to be expected, so maybe our experiences of parents are often received.

190

00:34:12.150 --> 00:34:22.770

Kate Nash: In a way, that is automatic so if we have children run into our room as we're working or making a noise now in the other room, we have blended lives and hybrid working.

191

00:34:23.130 --> 00:34:31.860

Kate Nash: And it's relatively automatic for us to be able to to take account of the needs that we have as parents.

192

00:34:32.280 --> 00:34:43.980

Kate Nash: And I think this is why PurpleSpace grows, this is why the narrative grows it's not always easy for us to share a need that we have in a way that suggests we're not asking for a favor.

193

00:34:44.430 --> 00:34:53.850

Kate Nash: because sometimes it's the little voice in the back of our mind that feels that this is a favor, even though we know that there is legislation that supports us.

194

00:34:54.120 --> 00:35:03.210

Kate Nash: and has our backs, so I would say, keep on practicing there is no right or wrong, it is about purpose and it's about.

195

00:35:03.690 --> 00:35:13.680

Kate Nash: What you would like people to do differently around you so that you can be the best that you can be at work so Max do you think I've answered that or would you add anything to that.

196

00:35:15.120 --> 00:35:26.220

Max Carr-Howard: Well, I think that was excellent, and I will say that I've been telling my own personal story in part because my son shares my disability and I.

197

00:35:26.610 --> 00:35:41.670

Max Carr-Howard: started, just as a defensive parent, but then I found that many other parents with children facing the same problem valued to hear my own experience, so I I compliment.

198

00:35:43.440 --> 00:35:52.530

Max Carr-Howard: your emphasis on stories telling I think it's wonderful. Another question that came in.

199

00:35:53.550 --> 00:36:09.870

Max Carr-Howard: which I think is interesting and it's a bit more technical is how has remote work made it at or has remote work made it easier or harder for employees to accommodate disabled employees, employers to accommodate disabled employees.

200

00:36:10.470 --> 00:36:11.490

Kate Nash: yeah again a great.

201

00:36:11.490 --> 00:36:12.720

Max Carr-Howard: Question Max.

202

00:36:13.680 --> 00:36:31.410

Kate Nash: We have lived in social citizens through one of the most extraordinary times in history and who knew, but it took a pandemic, for us to be able to prove that is possible for individuals are many chains and many professions to work successfully or remotely.

203

00:36:32.580 --> 00:36:44.040

Kate Nash: You know, we know from experiences around the world that quite often pre covert employees with disability would ask for remote working as one response.

204

00:36:44.340 --> 00:36:52.950

Kate Nash: to securing a workplace accommodation or adjustment and that always wasn't always received favorably or easily.

205

00:36:53.370 --> 00:36:59.850

Kate Nash: Sometimes individuals have had to go through hoops to be able to prove that they could work productively and efficiently at home.

206

00:37:00.420 --> 00:37:09.540

Kate Nash: And what we have seen in one swoop, is that for many professions, of course, not all, particularly those on the front line in policing health service and.

207

00:37:09.930 --> 00:37:24.900

Kate Nash: In other professions where it's simply not possible, but there are large swathes of industries where it is possible and in terms of how employees with disabilities fared, of course, if you look at some of the health outcomes, as we know.

208

00:37:25.380 --> 00:37:28.260

Kate Nash: People with disabilities and those.

209

00:37:28.290 --> 00:37:43.020

Kate Nash: that are particularly more susceptible often called vulnerable to covert then, of course, that has meant it has often exacerbated our feelings of isolation and aloneness because people have had to necessarily.

210

00:37:43.980 --> 00:37:59.040

Kate Nash: To self-isolate in an extreme forms but that you know we are, we are always looking for the positive in all experiences, what we have seen again and again and again through the purple space community.

211

00:37:59.370 --> 00:38:11.040

Kate Nash: Is that through good tech and good remote working policies and hybrid working policies, I think now businesses are really interested in preserving and protect.

212

00:38:11.340 --> 00:38:26.490

Kate Nash: Some of the best features of remote working, so I think that's where the war on talent, I think, is going to play out for the future those organizations who are able to keep retaining the best features of remote working as we come out and we'll get a subconscious will be coming.

213

00:38:26.520 --> 00:38:27.240

Max Carr-Howard: in and out.



214

00:38:27.300 --> 00:38:29.490

Kate Nash: Of lockdown over time yeah.

215

00:38:31.050 --> 00:38:41.520

Max Carr-Howard: that's excellent Kate, thank you and one more that I think is sort of comparing the experience in the UK versus the US, which you and I touched on before.

216

00:38:42.450 --> 00:38:57.810

Max Carr-Howard: This one specific to individuals with autism or Asperger's and the question is, how are things in the UK, when it comes to individuals with autism or Asperger's are they accepting and hiring people with this affliction or do they only get relegated to menial jobs.

217

00:38:58.950 --> 00:39:00.180

Kate Nash: I know the great question.

218

00:39:00.330 --> 00:39:11.340

Kate Nash: I would say UK is similar to most other countries who have the qualities legislation like the States or Australia or those that are actively embrace the UN Charter.

219

00:39:12.000 --> 00:39:16.470

Kate Nash: So there's a lot of similarities around the world where there is good qualities legislation.

220

00:39:16.860 --> 00:39:27.210

Kate Nash: And what we do know is that some of our disability, some of our impairments impact on us quite differently and that sometimes mean that others or.

221

00:39:27.930 --> 00:39:33.300

Kate Nash: Overly challenge in terms of how we may communicate how we choose to converse.

222

00:39:33.870 --> 00:39:43.380

Kate Nash: How we choose to be in the room and present and certain features of our experience that doesn't make it easier for us to, for example, look people in the eye.

223

00:39:44.130 --> 00:39:48.300

Kate Nash: and so on and so forth, so to answer the question I would say.

224

00:39:49.230 --> 00:40:03.510

Kate Nash: It can be harder for people who are on the neuro diverse spectrum to secure the adjustments that they might need and that's partly because it can be an unseen disability it's less visible and made those of us who might.

225

00:40:04.050 --> 00:40:17.850

Kate Nash: Have a very visible and very obvious disability and therefore it can be harder to articulate the needs that we might have, so it is hard, and it is an absolute golden truth that some people.

226

00:40:18.480 --> 00:40:25.740

Kate Nash: With neuro diversity will really struggle, but menial jobs, no I you know I'm old enough now dare I say it, my goodness.

227

00:40:26.040 --> 00:40:34.080

Kate Nash: To see real change happening around the world and it's partly you know behaviors change culture change because of legislation.

228

00:40:34.380 --> 00:40:45.450

Kate Nash: But you know it's not just about the legislation is about how we how we choose to accept human difference, so I would say optimistically that is changing yeah we do see that.

229

00:40:46.950 --> 00:40:51.150

Max Carr-Howard: yeah and sort of the load as a follow up on that.

230

00:40:52.680 --> 00:41:08.460

Max Carr-Howard: question about in our discussion about invisible disabilities there's a comment from one of our the folks who have been listening about Depression and Anxiety and whether or not they are.

231

00:41:09.270 --> 00:41:18.840

Max Carr-Howard: or noting that they're often not viewed as a disability, and the question is, What more can be brought to bring awareness to this?.

234

00:41:22.170 --> 00:41:25.980

Kate Nash: I would say that.

235

00:41:27.000 --> 00:41:42.030

Kate Nash: To bring more awareness, you really have to call on your storytellers around the room, you know Belinda and Max and others who are choosing to lead a disability employee resource group.

236

00:41:42.930 --> 00:42:00.360

Kate Nash: or individual individuals who believe in the power of storytelling and for the others of you in the room, today I would notice the opportunity that you have to share your story of depression or anxiety I you know it's such a common.

237

00:42:01.590 --> 00:42:14.040

Kate Nash: Extreme experience to feel and yet you know we often are nervous about sharing aspects of our human truth, so I would say just keep telling stories.

238

00:42:15.060 --> 00:42:29.700

Kate Nash: This is such a normal part of human life, you know we see from organizations like Fujitsu many that I've mentioned Unilever when senior executives to start to share their stories of mental health and depression so.

239

00:42:30.480 --> 00:42:37.530

Kate Nash: To the you start to see a real tumbling of stories and you just make it easier for those who come behind us.

240

00:42:37.800 --> 00:42:50.640

Kate Nash: So yeah it's always personal choice it's always about whether we choose to share, but for those of you who do feel able to do that, I would encourage you to know that you are 100% not alone.

241

00:42:51.660 --> 00:42:53.910

Kate Nash: Belinda perhaps what are your thoughts on that.

242

00:42:55.350 --> 00:42:55.830

Belinda May: and

243

00:42:55.920 --> 00:42:58.050

Belinda May: I couldn't agree more, and.

244

00:42:58.140 --> 00:43:03.000

Belinda May: In our first year as an ERG.

245

00:43:04.320 --> 00:43:07.590

Belinda May: we'd like to think that we've created a safe space and.

246

00:43:08.640 --> 00:43:23.220

Belinda May: What we've learned is that our colleagues consist of parents and grandparents have grandchildren with the spectrum autism and it's a safe place for them to talk and.

247

00:43:24.720 --> 00:43:32.940

Belinda May: I don't think that I could do this if I didn't share my own Addison's disease and Raynaud's disease and.

248

00:43:34.230 --> 00:43:52.320

Belinda May: It impacts daily life, so it, but it also means that I do things so that I can be on the grid and after this call Katie and I will do an client emergency.

249

00:43:54.090 --> 00:43:54.510

Belinda May: and

250

00:43:54.570 --> 00:43:55.020

Max Carr-Howard: and

251

00:43:55.260 --> 00:44:12.180

Belinda May: And that's and I think Max is the same way Katie is the same way and the great thing about our colleagues, is that they are able, through our energy to talk about their own experience as caregivers.

252

00:44:13.440 --> 00:44:33.510

Belinda May: For in particular seen and unseen disabilities and in this week, of course, in the UK was unseen disability week, and so I couldn't agree more um Max Katie do you have anything else.

253

00:44:37.410 --> 00:44:37.740

Max Carr-Howard: To add.

254

00:44:39.330 --> 00:44:41.160

Katie Krutzsch: No, I don't I agree completely.

255

00:44:45.270 --> 00:44:48.480

Max Carr-Howard: So I have a one other follow up question here.

256

00:44:49.620 --> 00:44:51.270

Max Carr-Howard: Continuing on this theme.

257

00:44:52.290 --> 00:44:52.710

Max Carr-Howard: Noting.

258

00:44:52.950 --> 00:44:54.360

Max Carr-Howard: That there are.

259

00:44:55.530 --> 00:45:10.320

Max Carr-Howard: A number of other invisible disabilities like chronic pain fatigue site or hearing impairments learning differences cognitive dysfunction that a lot of folks just don't think about and we also.

260

00:45:13.290 --> 00:45:26.460

Max Carr-Howard: What we want to what the question is, is how do we make progress and getting broader cultural understanding of mental illness and these other disabilities that are just not apparent to people.

261

00:45:27.120 --> 00:45:28.050

Kate Nash: yeah great.

262

00:45:28.080 --> 00:45:29.280

Kate Nash: Question Max.

263

00:45:29.730 --> 00:45:41.490

Kate Nash: And a couple of thoughts, you know I predict that, as you continue to get into your stride in setting up and making manifest the disability employee resource group.

264

00:45:41.970 --> 00:45:50.340

Kate Nash: You will be inundated over time with natural storytellers individuals who feel able to share their story of disability and difference.

265

00:45:50.910 --> 00:45:59.670

Kate Nash: Because we are moved as individuals to want to often you know, though it's a troubled world often you know I truly am I choose to believe.

266

00:46:00.180 --> 00:46:19.260

Kate Nash: that the world moves, as it should, and we often notice the contribution that we can play to build in this case, a better working world for employees with disabilities, the majority of us want to leave the world a better place, and the majority of us who do.

267

00:46:20.520 --> 00:46:29.190

Kate Nash: have direct experience of disability or ill health will choose over time wants to pay it forward.

268

00:46:29.490 --> 00:46:38.820

Kate Nash: You know, we learned some tricks and some flicks and we want to make it easier for our for our colleagues who come behind us like I just see that again and again across the world.

269

00:46:39.180 --> 00:46:53.070

Kate Nash: And so, once you start to create a narrative you will normalize difference, you are uniquely placed in the world, you know you are an incredible firm doing great work within a global reach.

270

00:46:53.340 --> 00:47:00.330

Kate Nash: And I have no doubt that you'll start to see your natural storytellers and the other thing I would share, you know as that.

271

00:47:00.750 --> 00:47:07.710

Kate Nash: happens, you will also have your own senior business leaders and partners who will also choose to share their story.

272

00:47:07.980 --> 00:47:16.410

Kate Nash: Some of those will be natural allies, people who may not have a direct personal experience, but just have the strongest sense of justice.

273

00:47:16.650 --> 00:47:25.290

Kate Nash: And it may be that they have elderly frail parents are experiencing outsiders or dimension, it may be individuals, you have a child, with a disability.

274

00:47:25.560 --> 00:47:36.690

Kate Nash: It may be that their best friend is a war veteran or has had an experience of covert, which means that there'll be experiencing loan code for a very long time.

275

00:47:37.020 --> 00:47:45.060

Kate Nash: These make for the most gifted and natural allies, so you know leadership is of many things it's about.

276

00:47:45.570 --> 00:47:54.540

Kate Nash: Of course, sharing strength we see that in terms of politicians and chief executives but it's also about sharing our vulnerabilities.

277

00:47:54.810 --> 00:48:02.400

Kate Nash: as human beings, and I think both your storytelling colleagues and allies who I know senior champions will rise to it.

278

00:48:03.000 --> 00:48:15.750

Kate Nash: yeah they'll be no stopping you I say looking at your purple jacket, and I know you want to cover off a little bit of purple light up that that's great question I could talk for England, I could talk for all kinds of countries but I won't.

279

00:48:20.070 --> 00:48:20.580

Max Carr-Howard: So.

280

00:48:21.960 --> 00:48:33.660



Max Carr-Howard: Just one maybe last question to bring up and that's one for it's going to combine two different concepts, but one for ally, and so what.

281

00:48:34.230 --> 00:48:53.850

Max Carr-Howard: What one of the things that we're doing here at Dentons is really working on allyship and the question is, how can allies help our community of folks who are disabled I think some folks might be inclined to as we started this conversation to encourage disabled people to be quiet.

282

00:48:55.110 --> 00:49:03.060

Max Carr-Howard: or other say just deal with HR so what's what's your recommendation for allies and how they might work with.

283

00:49:04.830 --> 00:49:08.640

Max Carr-Howard: This to support disabled folks.

284

00:49:09.690 --> 00:49:11.250

Kate Nash: Great call, Max.

285

00:49:11.790 --> 00:49:23.160

Kate Nash: We see the growth of allies programs around the world, and of course it's, it is a language it's a semantics that we often see within our LGBT.

286

00:49:23.670 --> 00:49:32.190

Kate Nash: Q plus community, but within the purple community to we start to see real growth when it comes to ally programs.

287

00:49:32.580 --> 00:49:38.820

Kate Nash: And what I would encourage you to do would be maybe to examine some of the ally programs within other businesses.

288

00:49:39.150 --> 00:49:49.620

Kate Nash: PurpleSpace, of course, there are always commercial sensitivities across organizations, but PurpleSpace has been able to create quite a generous space.

289

00:49:49.890 --> 00:49:55.860

Kate Nash: Where employees from different trades indeed from the same trade feel able to share information.

290

00:49:56.430 --> 00:50:04.020

Kate Nash: So you, you will you will access all of that so certainly learn from those organizations that might have set up purple ally programs.

291

00:50:04.440 --> 00:50:15.870

Kate Nash: Secondly, start to think about what would be the five simple things that you could consistently ask of allies so sometimes that's very practical things like always saying on a virtual call.

292

00:50:16.380 --> 00:50:24.000

Kate Nash: If there's anybody who has got specific access needs, then please sing out in the chat box and we will make it easier for you.

293

00:50:24.570 --> 00:50:31.770

Kate Nash: Sometimes it's about maybe through performance reviews to automatically at the end of a performance review or an appraisal.

294

00:50:32.040 --> 00:50:39.960

Kate Nash: To say if there's anything that we can do at Denton's to support you to access any accommodations or adjustments that you might need.

295

00:50:40.440 --> 00:50:47.820

Kate Nash: Disabled talent matters to us and let us know, even if you felt the individual in front of you didn't require that.

296

00:50:48.090 --> 00:51:02.430

Kate Nash: it's a beautiful and consistent and self-fulfilling habit of making it easier because if that individual five years later, or six years later, or even six months later than acquired say a degenerative back condition.

297

00:51:02.730 --> 00:51:09.060

Kate Nash: they'll think to themselves where did I hear that and might it be possible for me to ask her workplace accommodation.

298

00:51:09.360 --> 00:51:25.020

Kate Nash: Because I was once asked so ally programs learn from the best do some homework and think about maybe developing and delivering five consistent messages about what you would like your allies and business leaders to do.

299

00:51:26.400 --> 00:51:41.250

Belinda May: hey and, if I may, and because we are now members, or were members of purple space, you will be receiving an email from again.

300

00:51:42.510 --> 00:51:47.550

Belinda May: Our extraordinary Celeste, Valerie.

301

00:51:48.690 --> 00:52:01.260

Belinda May: Emilie, as led by Ada with the takeaways from this program and we'll look for the link that Kate mentioned earlier regarding *Secrets*.

302

00:52:02.460 --> 00:52:14.700

Belinda May: But I want you to know for our leadership, one of the reasons, this was so attractive is PurpleSpace and about trying to change an organization.

303

00:52:15.720 --> 00:52:22.830

Belinda May: PurpleSpace is about trying to raise awareness and internal confidence of employees.

304

00:52:23.880 --> 00:52:33.480

Belinda May: And we don't have time for all purple spaces slides today, but we do know that the absence of awareness.

305

00:52:34.560 --> 00:52:58.170

Belinda May: for persons with seen and unseen disabilities results in a loss globally to employers of about \$13 trillion, and so there's so much to improve the world, just like I started out and there are forums for our leadership to get together and talk with other leaders.

306

00:52:59.640 --> 00:53:01.980

Belinda May: Because it's our leadership.

307

00:53:03.330 --> 00:53:04.590

Belinda May: Who also.

308

00:53:07.200 --> 00:53:11.070

Belinda May: bear the brunt of the internal confidence.

309

00:53:12.150 --> 00:53:13.410

Belinda May: to lead so.

310

00:53:14.760 --> 00:53:35.370

Belinda May: There are so many reasons why we joined and we thank also our UK partner and who made the introduction and who is the ATA equivalent in London and with that Max I turn it back over to you if there are any others.

311

00:53:37.110 --> 00:53:47.310

Max Carr-Howard: Well, I do want to check Kate I think you had a little bit the you wanted to add in to your final comments and I don't want to run out of time for you to do that Thank you Max.

312

00:53:47.370 --> 00:53:56.640

Kate Nash: Well, what I do, and this is a nice time new way to close, I would say, and John my new best friend, I wonder if you would just very quickly bring up two slides so.

313

00:53:56.880 --> 00:54:04.440

Kate Nash: As Belinda's shared and we've got more collateral and we've got you know more, that we can share in terms of the global movement.

314

00:54:05.010 --> 00:54:15.270

Kate Nash: But very quickly, what I want to do is to get next one on, if I may John is just close I mean firstly let me say thank you warmly for the invitation to join you.

315

00:54:15.630 --> 00:54:29.310

Kate Nash: Today this is Dentons disability employment awareness month and just really deeply impressed in that you have got your ear off the ground you've already got business leaders and people who matter like Mary.

316

00:54:29.850 --> 00:54:37.800

Kate Nash: dialing in from Boston today I just noticed the excitement and the energy that you have in terms of joining the PurpleSpace community.

317

00:54:38.430 --> 00:54:48.180

Kate Nash: On the third leg very quickly Purple Light Up is a movement, and it was born from a tweet I go around the world, saying, forgive me, I knew, not what I did, however.

318

00:54:48.630 --> 00:55:04.740

Kate Nash: July 2017 one year after purpose Facebook ratings, I was watching the Twitter feed, and I was deeply impressed in terms of how our colleagues in the pride movement was using the Rainbow flag so skillfully to.

319

00:55:05.370 --> 00:55:20.250

Kate Nash: To bring Community and unity across the world in terms of LGBT plus Q community and the question on my mind, is now is the time right to bring together the color purple which is universally.

320

00:55:20.820 --> 00:55:30.990

Kate Nash: seen as the color that brings together employees with disability is the time now right to build a global movement of big leaders.

321

00:55:31.350 --> 00:55:38.010

Kate Nash: And is the time now right as a mark of respect to the United Nations International Day of Persons with Disability.

322

00:55:38.400 --> 00:55:52.590

Kate Nash: On the third to bring all of those things together, so I put out a stray tweet I might have had a glass of oil and too many forgive me, however, it trended it suddenly went out on Twitter, we were trending in the first year.

323

00:55:53.580 --> 00:56:02.370

Kate Nash: good number of ministers around the world chief executives around the world ERG leaders around the world, disabled employees importantly around the world.

324

00:56:02.730 --> 00:56:11.640

Kate Nash: And John if you just move the ticker tape and, as I close off, you can see now after four years, it is a movement that reaches all over the world, whether it's.

325

00:56:12.720 --> 00:56:21.030

Kate Nash: Microsoft so let's have a look at the next slide who is on this next slide whether it is big iconic buildings, such as.

326

00:56:21.780 --> 00:56:32.430

Kate Nash: The not just the London eye, but different eyes around the world, you see train stations in this case, it was London but they go across the world Siemens here beautiful example of where.

327

00:56:32.670 --> 00:56:39.150

Kate Nash: People dress up purple they bake a cake they get onto team calls they take a snap they put it out onto Twitter.

328

00:56:39.450 --> 00:56:52.200

Kate Nash: And so, too, they build this affirmative journey that Siemens is right behind employees with disabilities allies, there you see a beautiful purple building Unilever, perhaps on the next slide.

329

00:56:52.620 --> 00:57:07.710

Kate Nash: yeah there you see Virgin media all of their TV stations went purple on the third of December here, you see HSBC, HSBC wonderful had connections with Niagara Falls next minute Niagara Falls and gone purple I don't think we've got a slide of.

330

00:57:07.710 --> 00:57:09.540

Kate Nash: That but yeah you see why.

331

00:57:09.600 --> 00:57:17.310

Kate Nash: All of their buildings across the world, went purple, Landrover iconic company, so this is.

332

00:57:18.180 --> 00:57:23.400

Kate Nash: The festival I go around saying of course purple is not the point, it is.

333

00:57:23.820 --> 00:57:24.060

Not.

334

00:57:27.900 --> 00:57:34.500

Kate Nash: At all I know Belinda Katie and Max have got big plans, I know, Linda you're already wearing purple so you're on it.

335

00:57:34.920 --> 00:57:35.280

Kate Nash: Of course.

336

00:57:36.090 --> 00:57:48.210

Kate Nash: It bang on brand in any case so close now Thank you so much for the opportunity to join it's wonderful that you're on board, and we really look forward to watching what I know will be a deep.

337

00:57:49.470 --> 00:57:51.570

journey and a wonderful contribution.

338

00:57:55.530 --> 00:58:05.070

Katie Krutzsch: Well, thank you so much to Kate Nash, for her fantastic presentation to our Community today, and certainly answering questions from all of our colleagues.

339

00:58:05.520 --> 00:58:15.510

Katie Krutzsch: Thank you so much to everyone for being with us today, and we invite you to explore additional opportunities to learn about disability employment awareness, before the end of October.

340

00:58:15.960 --> 00:58:21.810

Katie Krutzsch: And please also remember that international day of persons with disabilities will be celebrated on December 3.

341

00:58:22.170 --> 00:58:33.660

Katie Krutzsch: and watch for PurpleSpace's Purple Light Up campaign in celebration of that day, where your purple turn on your purple lights celebrate purple. Thank you all and have a great afternoon.