

**10 CHAPTERS OF SHEER ADVENTURE!**



Workplaces under pressure. Confusion reigns. Misinformation spreads. One resource cuts through the noise... An HR practitioner armed with evidence, principles, and a mission for justice. They're not here to tick boxes — they're here to transform culture. This is Equity, Diversity and Inclusion Explained. They're informed. They're ready. They might just be the only chance your organisation has got...

**SHAKIL BUTT**  
**DEI HARD**

WILLIS TWE HARD  
ALAN BICKMAN, ALEXANDER GROUNOV, BONNIE REBELIN, MICHAEL BOWEN, RICHARD ELLIOTT, FRANK J. BRUSTE, JR., JOHN F. LINK, JACKSON DABOVIA, JIMMY JAY DE BONT, CHARLES GORDON, JEB STUART, STEVEN E. DE SORCIA, ROBERTO THOMP, LAWRENCE GORDON, JOEL SINGER, JOHN McLENNAN



**Shakil Butt**



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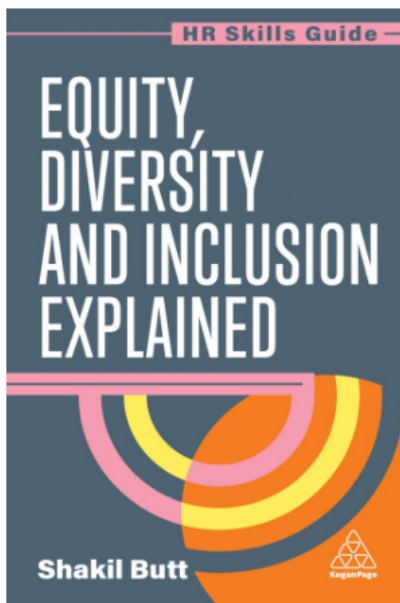
Authors

About



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## Equity, Diversity and Inclusion Explained

Shakil Butt

Gain essential HR skills to kickstart your career with this practical book to understanding, implementing and ensuring effective EDI initiatives.

### Key features at a glance

<b>Paperback</b> £16.99	Paperback + ebook bundle £16.99	Ebook £16.99	Hardback £29.00
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EAN: 9781398624542

Edition: 1

Published: 03 Sept 2025

Format: 216 x 138

216 pages

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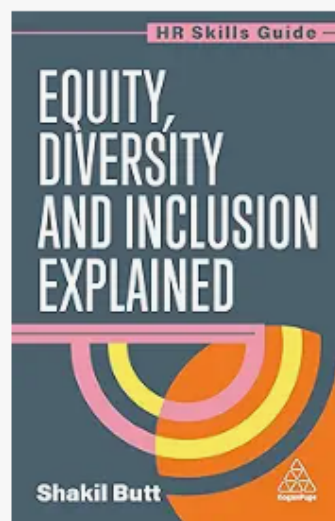
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### Equity, Diversity and Inclusion Explained (HR Skills Guide)

by Shakil Butt | 3 Sept 2025

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# WATERSTONES





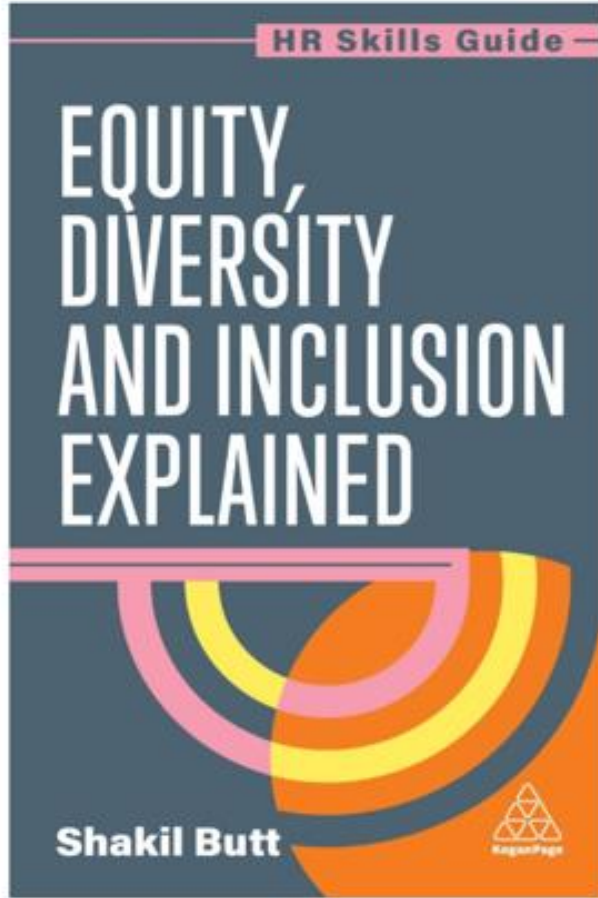
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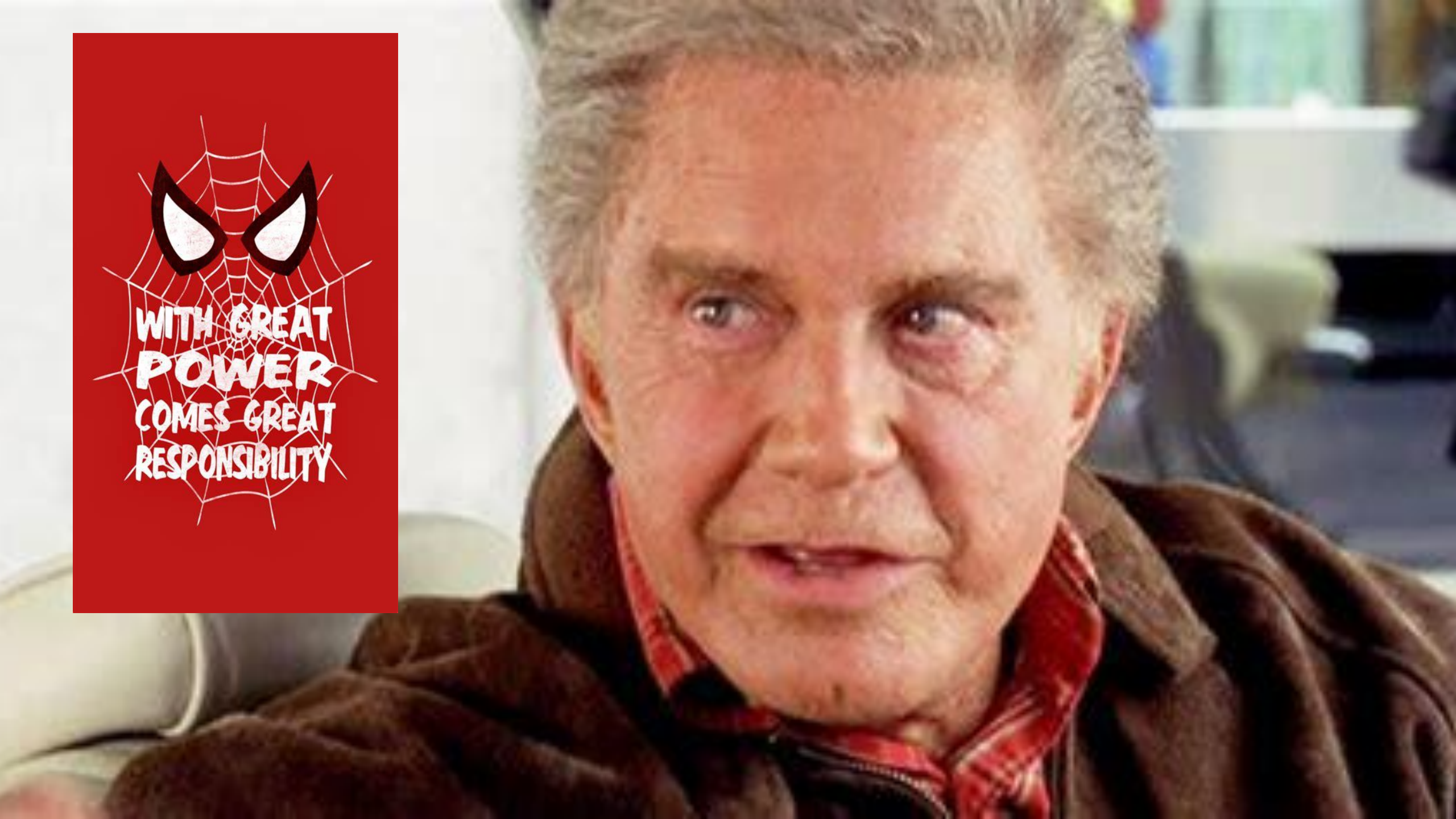


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HR Skills Guide  
EQUITY, DIVERSITY AND INCLUSION EXPLAINED  
Shakil Butt



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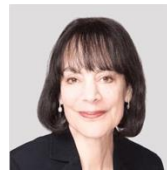
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COMMUNICATION  
**SKILLS**

# What makes a perfect leader?

EMOTIONAL  
INTELLIGENCE

*The things that matter most, according to HR professionals*

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## What's new?

The latest books to get your teeth into

### Work Happier

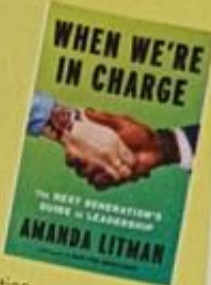
For some, happiness at work comes naturally. The Danes are apparently so good at it they have a word for it - arbejdsglæde. But, for others, cultivating that inner joy takes practice. In his new book, former Waitrose managing director Mark Price explores how to develop happier workplaces and more fulfilled employees. It should put a smile on readers' faces in the process, too.

MARK PRICE  
**WORK HAPPIER**  
HOW TO BE HAPPY AND SUCCESSFUL AT WORK



### When We're in Charge

How can the next generation break the cycle of bad boomer leadership? That's the question posed in *When We're in Charge*, the latest book from Amanda Litman. While much media coverage of the younger generations focuses on their perceived poor attitude towards work, Litman speaks to the millennials and zoomers at the top of their respective fields to find out how they're reshaping the worlds of work, business, media and politics.



### Equity, Diversity and Inclusion Explained

As EDI comes under increased scrutiny, adopting an evidence-based and outcomes-driven approach is crucial, according to EDI consultant Shakil Butt. In this practical guide, Butt breaks down the social and psychological roots of workplace discrimination and provides effective strategies for HR to create more inclusive organisations with policies based on evidence and outcomes. Crucially, at a time of wider EDI rollbacks, Butt explains how to make the business case for diversity and inclusion.

SHAKIL BUTT  
**EQUITY, DIVERSITY AND INCLUSION EXPLAINED**

### The Talent Advantage

It's often said that people are a company's greatest asset, but their needs can be overlooked. In his new book, Erasmus University professor Stefan Striemersch provides methods to help employees achieve their full potential. Using real-world examples from firms including Nokia, GSK and Merck, he explains how organisations can nurture their talent and, in doing so, improve productivity and boost business performance.





SEPTEMBER/OCTOBER 2025  
 IN THIS ISSUE:  
 People David Lloyd Clark's Juliet Cameron  
**A PASSION FOR SPOTTING POTENTIAL**  
 Next-gen HR technology  
**THE EVOLUTION OF AGENTIC AI**  
 Of the chief  
**TIME-OFF POLICIES FIT FOR TODAY**

# Period drama

What's cramping progress on creating menstrual-friendly workplaces?

## Best of HR books

**EQUITY, DIVERSITY AND INCLUSION EXPLAINED**  
 Author: Shakil Butt  
 Publisher: Pearson  
 Price: £25.99

Part of the HR Skills Guide series, this book offers practical advice on key HR skills, from understanding discrimination, behaviour and issues to the employee lifecycle and navigating DEI. It is written in the context of HR within the context of HR roles, aiming to ensure that people professionals have the knowledge to create inclusive workplaces for all.

**DON'T BE YOURSELF**  
 Author: Tonia Chomova-Premont  
 Publisher: Pearson  
 Price: £25

Our creative obsession with authenticity is flawed, argues Chomova-Premont. Building on three decades of research, Don't Be Yourself challenges the 'cult of authenticity' and its principles, offering 'tools' that draw on psychology and professional guidance to explore a disconnect between what we believe and what science says about authenticity.

## HR toolbox

**NEURODIVERSITY TRAINING**  
 Link: [neurodiversitytraining.com/uk/](https://neurodiversitytraining.com/uk/)



The Brain Charity has launched a 90-minute self-paced Neurodiversity Awareness for HR professionals, teams, managers, HR per se for three months of access. The course is used to offer practical, evidence-based guidance on how to support neurodivergent colleagues and create more inclusive working environments.

**GUIDANCE FOR WORKING CAREERS**  
 Link: <https://www.carehub.org.uk/careers/>



Advisory service My Care Consultant has expanded its digital platform 'My Care Hub' to employers. The tool provides employers with practical and essential guidance when caring for an older adult. It can be utilised as a benefit or an opt-in service, giving HR teams a flexible option to meet staff needs.

**OVERSEAS WORKERS COMPLIANCE TOOL**  
 Link: [dovint.com/uk/services-and-solutions/dovint/](https://dovint.com/uk/services-and-solutions/dovint/)



The UK Immigration team at Dovint Law has launched a tool designed to support sponsor licences for overseas workers. The program, audit, verify, sponsor aims to allow employers to self-audit their immigration compliance using an assessment programme accessed via an online portal.

**LEADERSHIP UNLOCKED**  
 Author: Marie M Wilson  
 Publisher: Pearson Business Review Press  
 Price: £22.23

Ever felt like you're not reaching your full potential? Marie M Wilson's Leadership Unlocked, to offer leaders practical tools to identify, unplug and break through self-imposed barriers, opening the way to driving meaningful change at work.

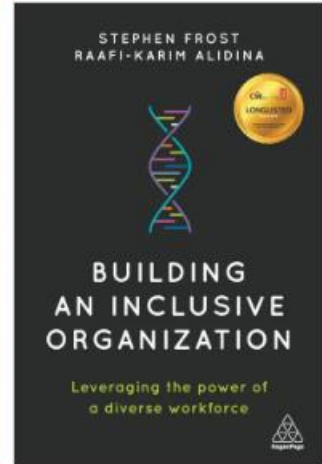
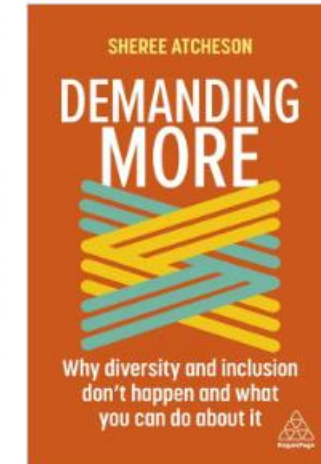
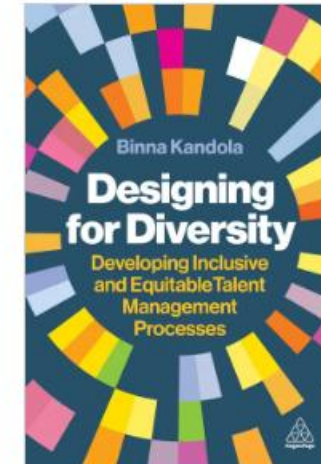
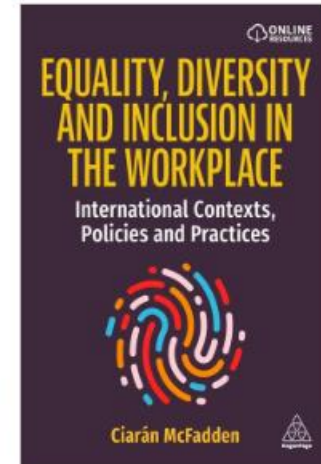
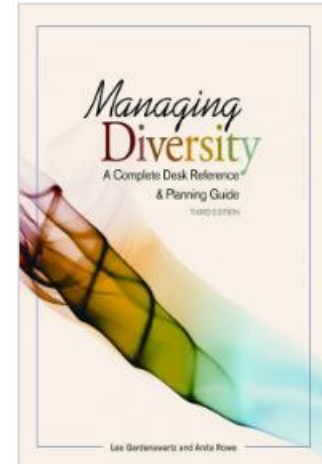
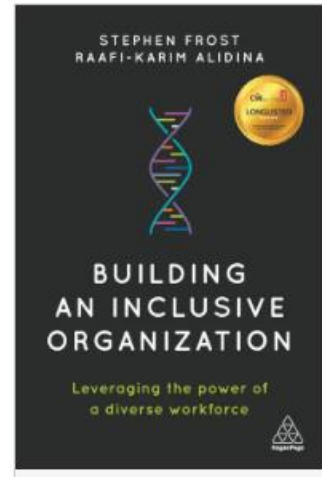
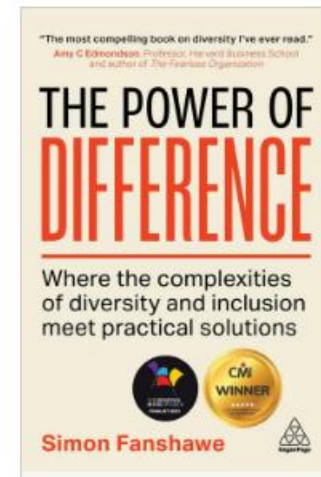
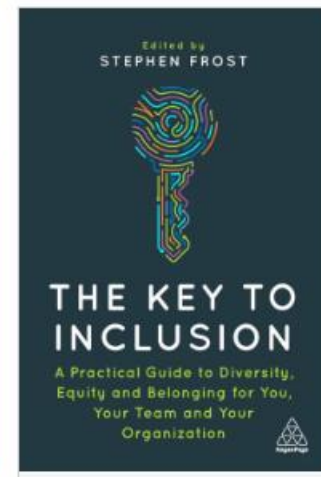
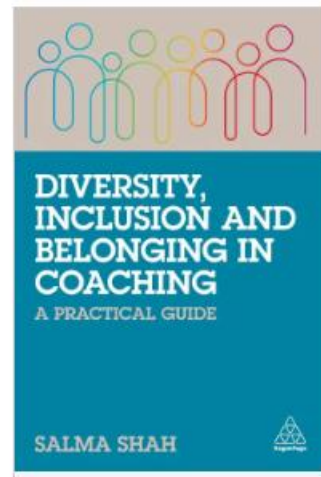
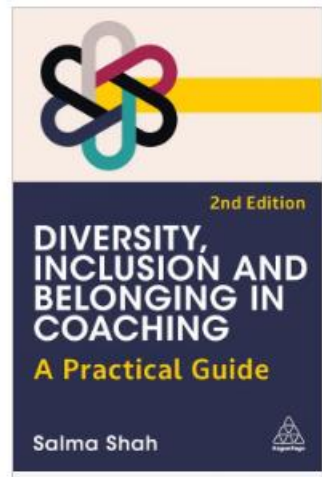
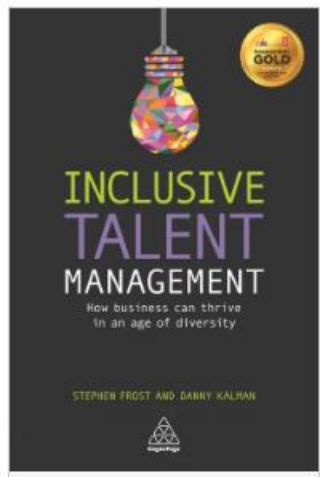
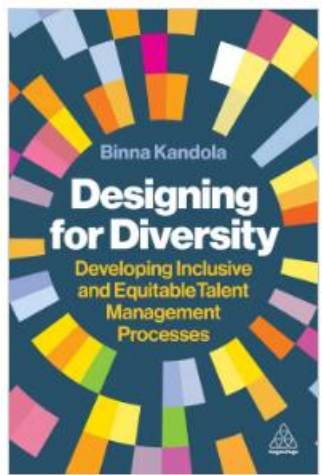
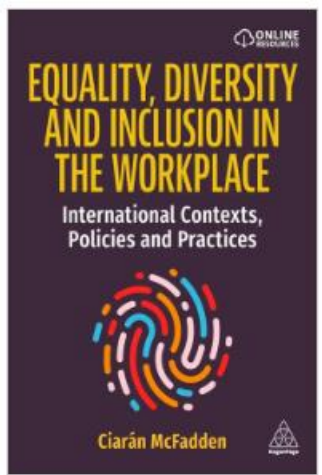
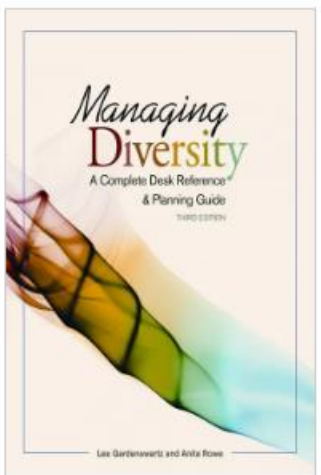
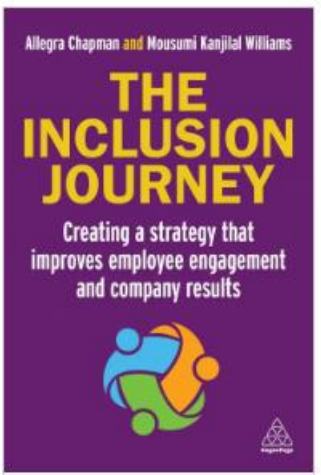
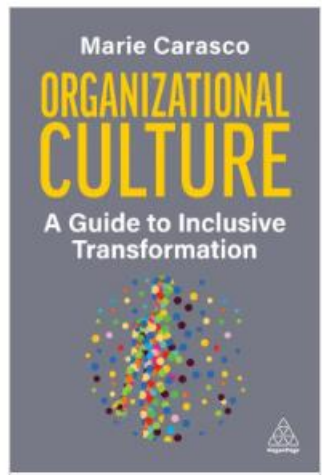
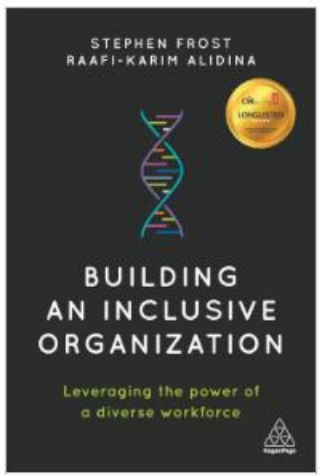
**THE CONFIDENCE MYTH**  
 Author: Greta Torgel  
 Publisher: Springer  
 Price: £29.99

Challenging the narrative that women lack confidence, Torgel's book aims to rethink everything we know about confidence and women at work. Framed as a guide to how women leaders can break free from gendered perceptions, it aims not to be another practical book but instead offer practical tools for real life, for example how to navigate negotiations or have challenging conversations.

**MINI MBA IN AI**  
 Link: <https://www.cfdinstitute.org/>



The AI Advantage Academy, founded by Emma Shepherd (pictured), has launched Business. The accreditation is worth 10 CIPD points from CIPD Standards Unit. Scheduled to begin on Monday 4 October 2025, the Mini MBA is to be delivered over eight weeks, incorporating on-demand modules, weekly Q&A sessions, and hands-on business assignments.





About Me



# About Me



Decade
1970s
1980s
1990s
2000s
2010s



# About Me



Decade
1970s
1980s
1990s
2000s
2010s



# About Me

Decade
1970s
1980s
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2000s
2010s



About Me

Decade
1970s
1980s
1990s
2000s
2010s





**No one is born hating another person  
because of the colour of his skin,  
or his background, or his religion.  
People must learn to hate,  
and if they can learn to hate,  
they can be taught to love,  
for love comes more naturally  
to the human heart than its opposite.**

**-Nelson Mandela**

# The Telegraph

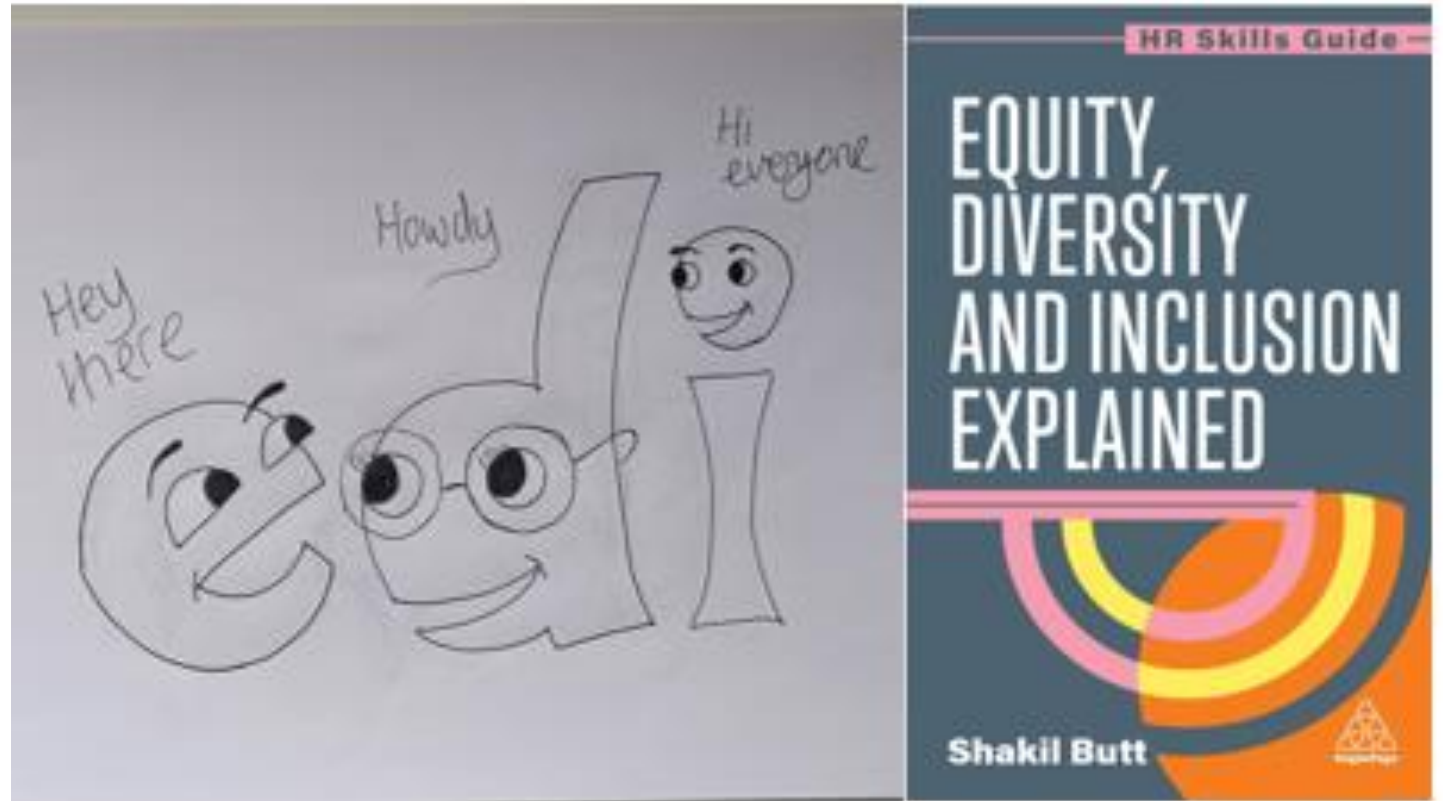
**White boy asks for same haircut as black friend 'to confuse his pre-school teacher'**



Five-year-olds Jax, left, and Reddy smile after Jax got a haircut similar to his friend's at the Great Clips in Louisville CREDIT: DEBBIE WELDON/AP

# Chapter 1: Introducing EDI

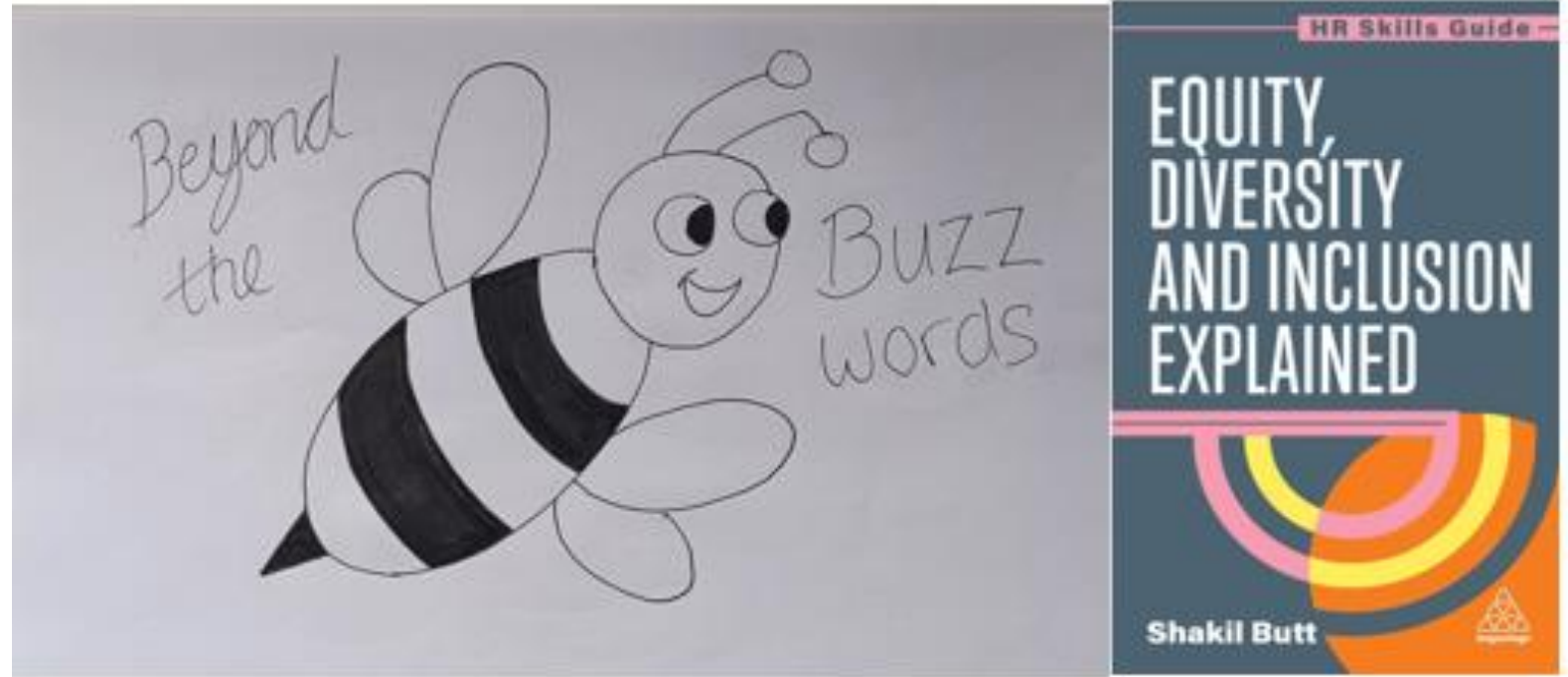
Chapter 1 sets the tone introducing EDI concepts, the disparity in workplace demographics and wider society plus discrimination legislation, societal movements, global events from 1900s to 2025.



## Chapter 1: Introducing Equity, Diversity and Inclusion (EDI)

# Chapter 2: HR's Role in EDI

Chapter 2 considers EDI within the context of HR models, organisational values and motivational theories, clarifying EDI jargon and how to become a more effective HR/EDI practitioner.



## Chapter 2: Beyond the Buzzwords

# Chapter 3: Biases and Behaviour

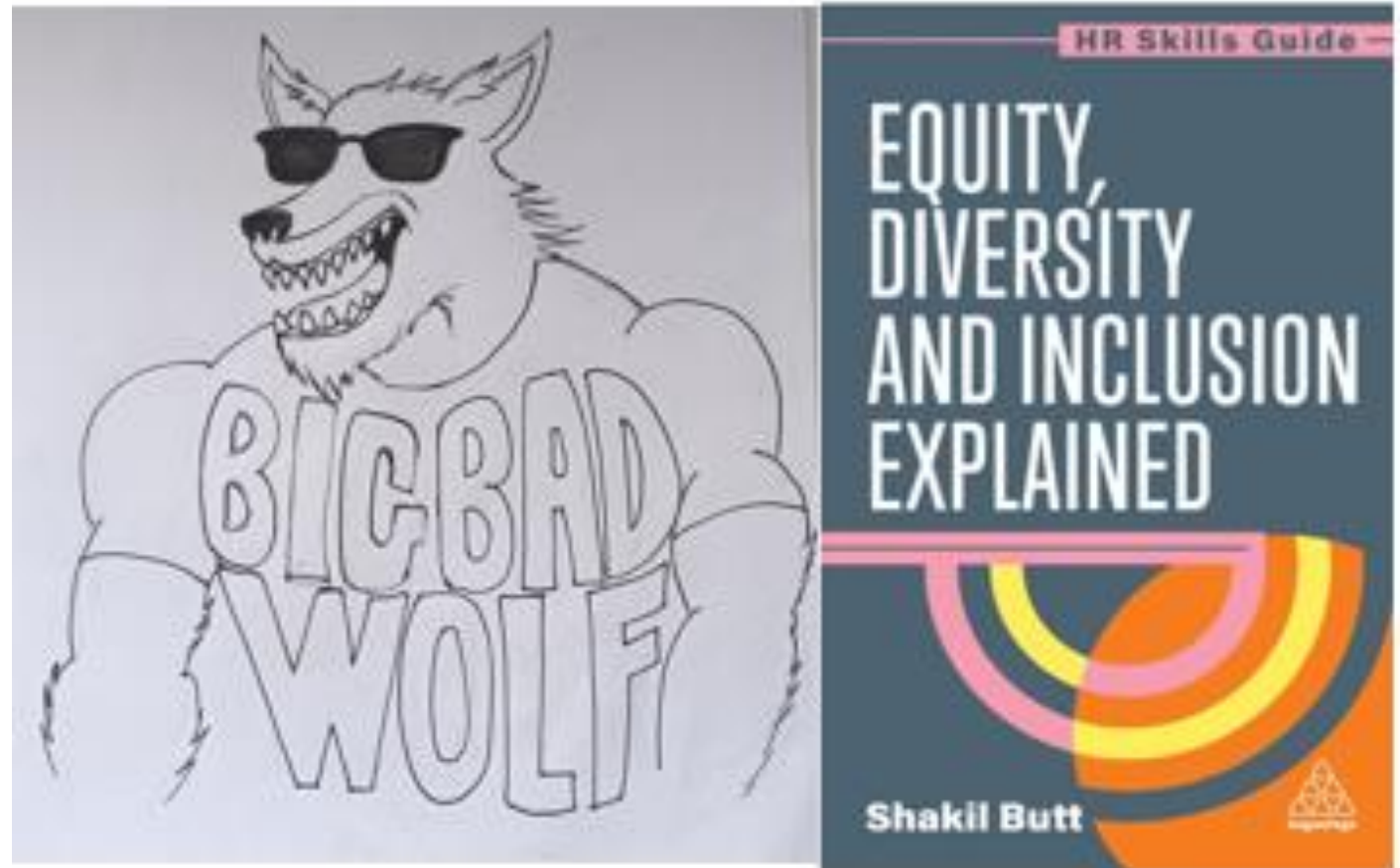
Chapter 3 unpacks a range of biases, stereotypes and behaviour by looking at systems 1 and systems 2 thinking.



## Chapter 3: Biases and Behaviour

# Chapter 4: Social Conditioning and Fear

Chapter 4 explores social conditioning looking at childhood influences and societal narratives plus the psychology behind our behaviours.



**Chapter 4: 'The Big Bad Wolf and Social Conditioning'**

# Chapter 5: EDI Initiatives

Chapter 5 presents atypical EDI initiatives that are adopted in workplaces considered to be best practice but might actually be counter productive or not effective.



**Chapter 5: The Good, the Bad and the Performative**

# Chapter 6: EDI and Talent

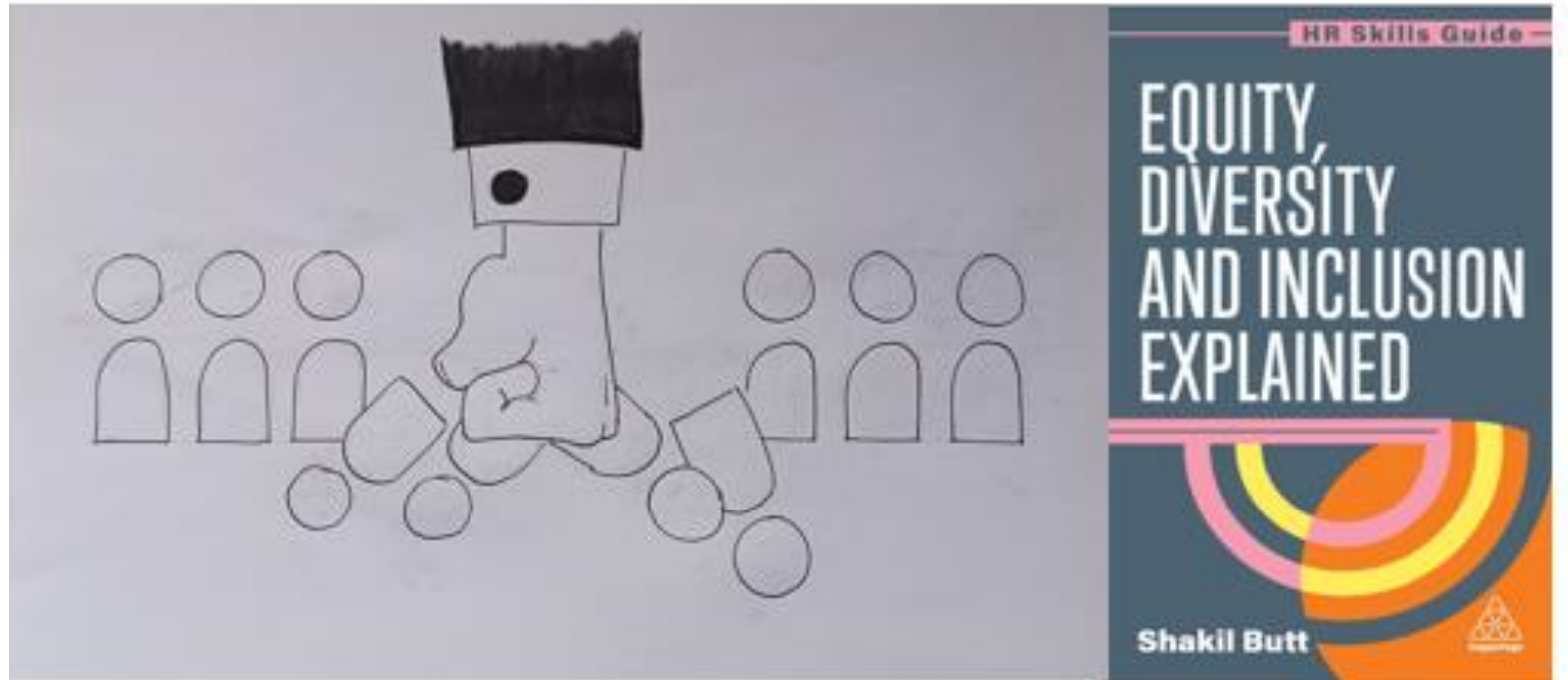
Chapter 6 starts the focus on the employee life cycle by looking at how workplace approach attracting, recruiting, developing, promoting and remunerating diverse talent.



## Chapter 6: 'Britain's Got Talent'

# Chapter 7: How Discrimination Shows Up

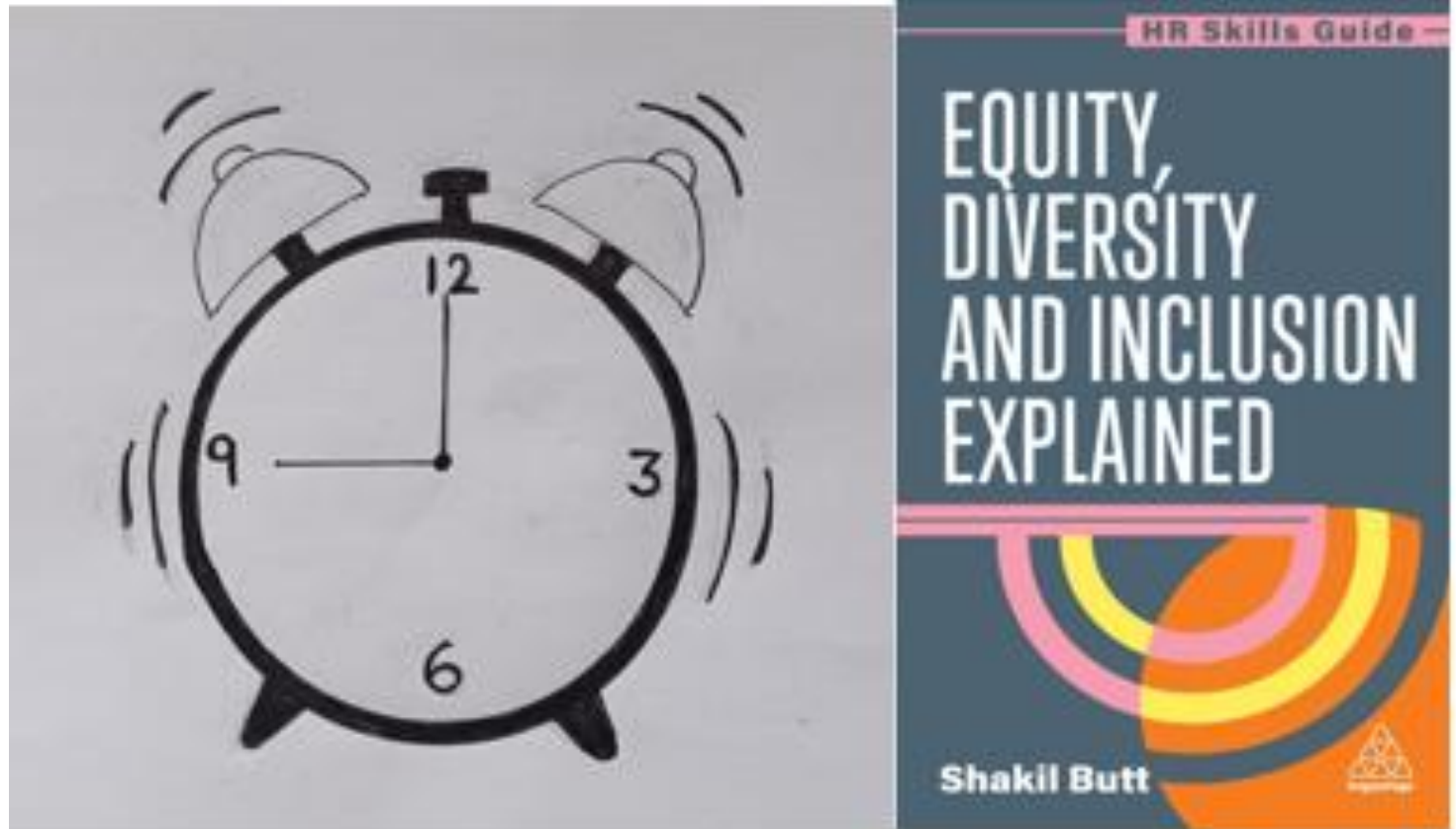
Chapter 7 continues the focus on the employee life cycle by delving into discrimination and how different types shows up in the workplace plus routes for resolution.



**Chapter 7: 'Power and Prejudice'**

# Chapter 8: Making the Case for EDI

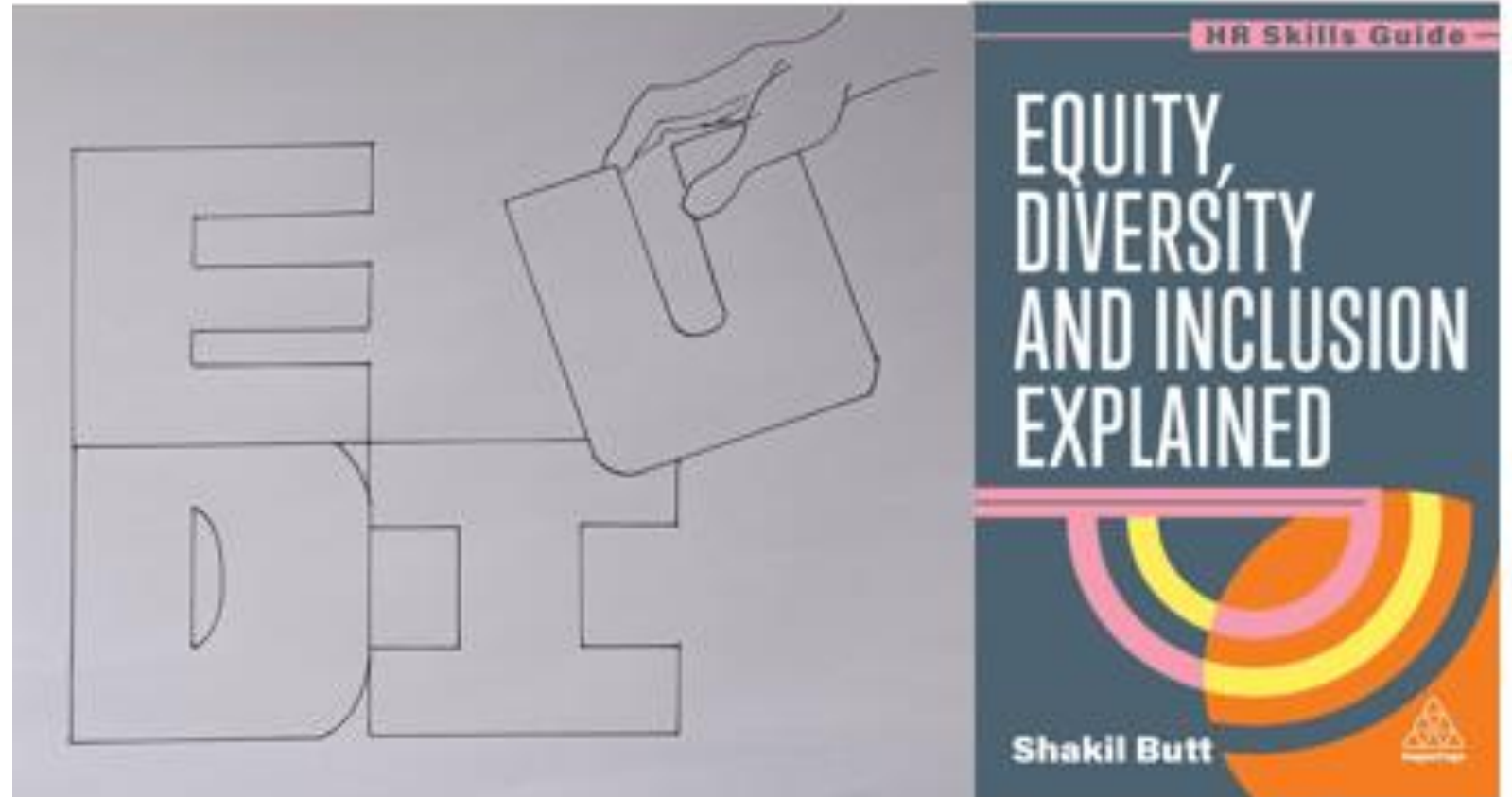
Chapter 8 addresses the DEI pushback, how to navigate and gain buy in to push forward by making the business case, embracing data and getting recognition.



**Chapter 8: Wake Up Call'**

# Chapter 9: Conclusion

Chapter 9 is the conclusion. It summarises earlier chapters and provides further guidance on developing skills, knowledge, competencies and behaviours.



## Chapter 9: 'The Missing Piece'



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# Chapter 1

# Legal and Political Changes

## 1900 TO 1969

- **The Age of Scientific Management 1900s**
- Sex Disqualification (removal) Act 1919
- The Disabled Persons Act 1944
- The Education Act 1944 (Butler Act)
- **The establishment of the NHS 1948**
- **The British Nationality Act 1948**
- The Race Relations Act 1965
- The Sexual Offences Act 1967
- Rivers of blood speech 1968
- The Race Relations Act 1968
- Ford Dagenham strikes 1968
- Stonewall Riots 1969

## 1970 TO 1999

- **The Equal Pay Act 1970**
- The Chronically Sick and Disabled Persons Act 1970
- **The Sex Discrimination Act 1975**
- **The Race Relations Act 1976**
- Race Riots 1981
- The Disabled Persons Act 1986
- **Stonewall Established 1989**
- The Maastricht Treaty 1992
- **Stephen Lawrence Murder 1993**
- The Criminal Justice and Public Order Act 1994
- **The Disability Discrimination Act (DDA) 1995**
- The Sex Discrimination (Gender Reassignment) Regulations 1999

# Legal and Political Changes

## 2000 TO 2009

- The Race Relations (Amendment) Act 2000
- The Sexual Offences (Amendment) Act 2000
- The Sexual Offences Act 2003
- The Employment Equality (Sexual Orientation and Religion or Belief) Regulations 2003
- The Civil Partnerships Act 2004
- The Disability Discrimination (Amendment) Act 2005
- The Employment Equality (Age) Regulations 2006
- The Equality Act (Sexual Orientation) Regulations 2007
- The Equality and Human Rights Commission 2007
- The UN Convention on the Rights of Persons with Disabilities 2008

## 2010 to 2019

- **The Equality Act 2010**
- The Marriage (Same Sex) Act 2013
- Brexit 2016
- **The #MeToo Movement 2017**
- **The Gender Pay Gap 2017**
- Classism as a Protected Characteristic 2019

# Legal and Political Changes

## 2020 TO 2025

- **George Floyd's Murder 2020 and Black Lives Matter (BLM)**
- **Sarah Everard's Murder and Subsequent Protests 2021**
- **Forstater v Centre for Global Development Europe 2022**
- **Menopause as a Protected Characteristic 2023**
- **The Worker Protection Act 2023**
- **The Neonatal Care (Leave and Pay) Act 2023**
- **Supreme Court ruling on Gender 2025**



# Legal and Political Changes

## 2025 Trump Pushback

- **ASOS opted to scrap EDI targets Dec 2023\***
- **UK Government May 2024\*\***
  - End of civil service spending on EDI
  - Current EDI roles consolidated into existing HR teams
  - No new hires dedicated solely to EDI
- **Recruitment and Employment Confederation (REC) Sept 2024\*\*\***
  - Inclusive hiring has fallen down the agenda

\*<https://www.peoplemanagement.co.uk/article/1849987/asoss-decision-scrap-diversity-targets-best-knee-jerk-reaction-worse-damaging-entire-fashion-industry>

\*\*<https://www.peoplemanagement.co.uk/article/1873218/common-sense-minister-announces-end-civil-service-edi-spending-cost>

\*\*\*<https://www.peoplemanagement.co.uk/article/1889419/inclusive-hiring-falling-down-agenda-employers-rec-research-finds>

## **‘Like dominoes falling’: what does City regulators’ U-turn on new EDI rules mean for inclusion in the UK?**

Commentators say although diversity has been made a ‘dirty word’ in the US, now is not the time for British organisations to ‘take their foot off the pedal’

by Isabel Jackson



<https://www.peoplemanagement.co.uk/article/1910412/like-dominoes-falling-does-city-regulators-u-turn-new-edi-rules-mean-inclusion-uk>

## Organisations rebrand EDI as ‘culture’ amid political controversy – but could this erode progress?

People Management explores the effects of the shift, with commentators warning while purpose outweighs labels, changing language may dilute impact

by Freddie Clemo



<https://www.peoplemanagement.co.uk/article/1919619/organisations-rebrand-edi-culture-amid-political-controversy-%E2%80%93-erode-progress>

Hannah Ross

27 June 2025 · News

DIVERSITY &amp; INCLUSION

EMPLOYEE SURVEYS

CULTURE

STRATEGIC HR

## DEI is non-negotiable for Gen Z and Millennials, new survey shows



Scaling back DEI policies sends a message that your business isn't listening to its people or the market, says Madison Berkeley's Clare Coe - @Jesse Bettencourt/peopleimages.com/ Adobe Stock

<https://www.hrmagazine.co.uk/content/news/dei-is-non-negotiable-for-gen-z-and-millennials-new-survey-shows>



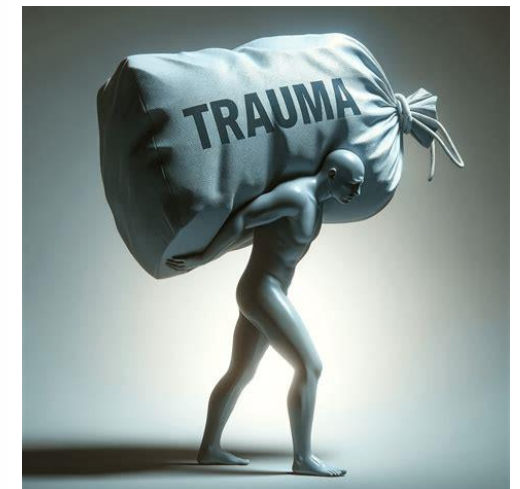
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# Chapter 5





Some are more equal than others





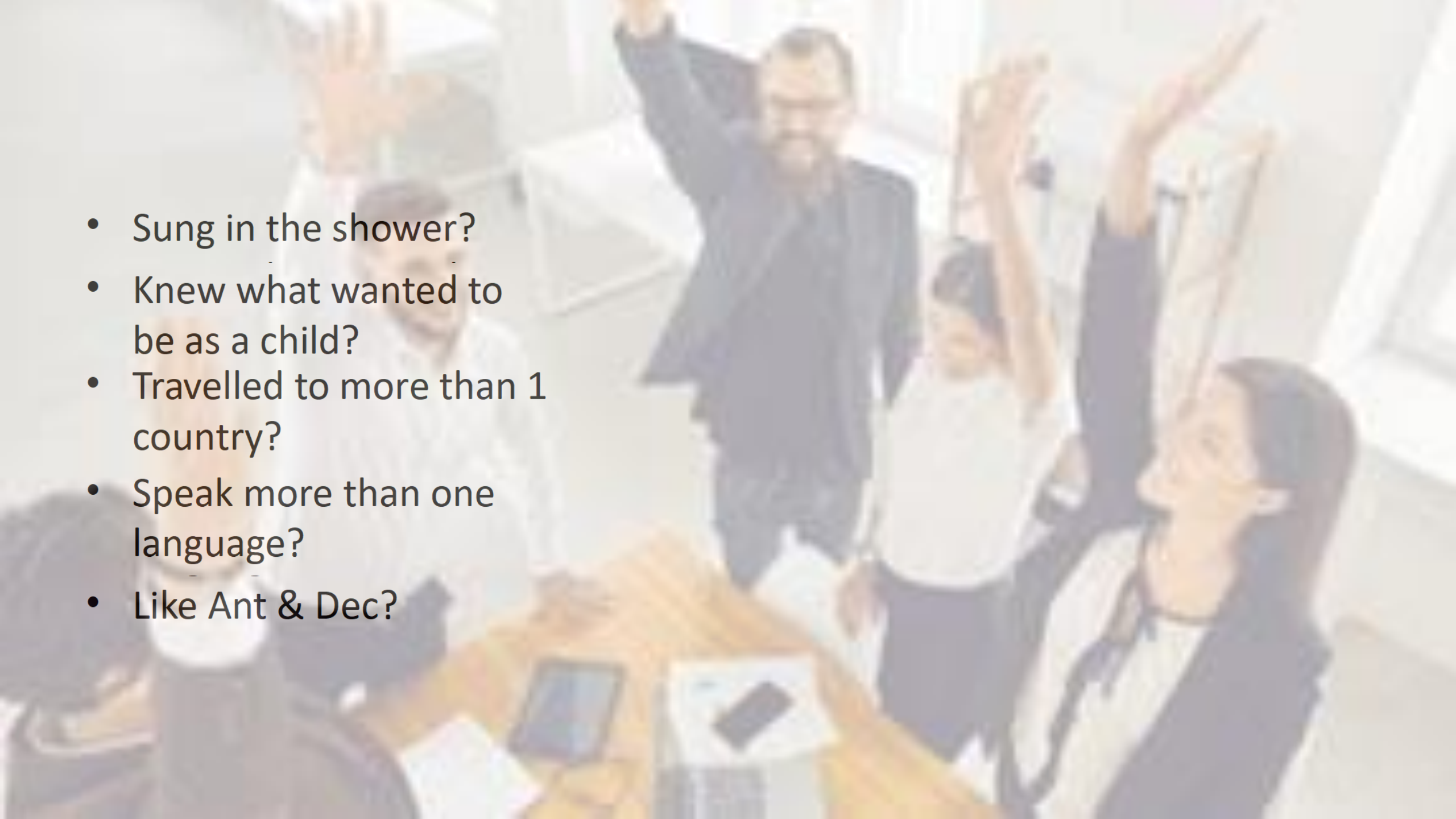
100% DAY





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# Final Thoughts

- 
- Sung in the shower?
  - Knew what wanted to be as a child?
  - Travelled to more than 1 country?
  - Speak more than one language?
  - Like Ant & Dec?

“we are far more united and have far  
**more in common with each other**  
than that which divides us.”

— JO COX, MAIDEN SPEECH









**CHANGING THE WORLD  
ONE DAY AT A TIME**