

Celebrating International Women's Day - Empowering Change through Knowledge

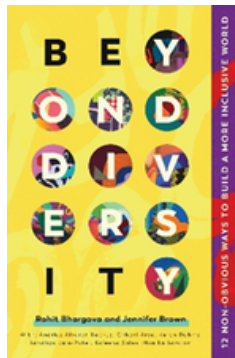
International Women's Day is a time to celebrate the achievements of women and reflect on the ongoing journey towards gender equality. Education and awareness are key to driving change, and reading is a powerful way to foster understanding of Equity, Diversity, and Inclusion (ED&I) in the business world.

In honour of International Women's Day, Bohill Partners and Real Estate Balance have curated a selection of insightful books that challenge traditional norms and offer practical strategies for creating inclusive workplaces where everyone can thrive, regardless of gender, race, or background.



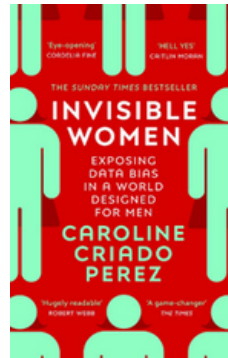
MARCH 2025

Books



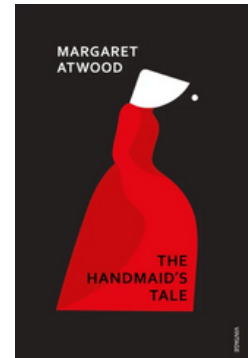
BEYOND DIVERSITY BY ROHIT BHARGAVA & JENNIFER BROWN

Bhargava and Brown build upon the conversation about diversity, emphasising that it's not enough to simply diversify the workplace; we need to create environments where people of all backgrounds feel truly included. The book provides practical tools and frameworks for leaders to implement inclusive strategies that go beyond mere representation.



INVISIBLE WOMEN BY CAROLINE CRIADO-PEREZ

This book exposes the hidden gender bias in a world that is designed around the needs of men. Criado-Perez highlights how women's experiences and needs are overlooked in everything from healthcare to urban planning, creating a societal imbalance that affects women's safety, opportunities, and health. A call to action for more inclusive research and design.



THE HANDMAID'S TALE BY MARGARET ATWOOD

In a dystopian future where fertility is rare, the story follows Offred, a woman forced into servitude as a Handmaid in the totalitarian Republic of Gilead. Stripped of her rights and identity, she must navigate a world of strict control, rebellion, and survival. Atwood's chilling novel explores power, gender, and resistance in a society where women are oppressed yet quietly defiant.



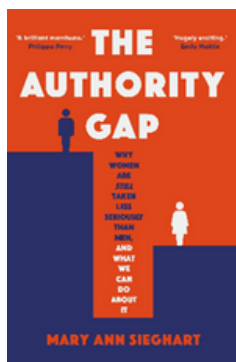
THE GIFTS OF IMPERFECTION BY BRENE BROWN

In this insightful book, Brené Brown explores the power of embracing our imperfections and letting go of the pursuit of perfection. She encourages readers to cultivate self-compassion, authenticity, and resilience, offering practical guidance on how to live a wholehearted life. Brown's message is one of vulnerability, embracing flaws, and fostering connection with others through our true, imperfect selves.



WHY I'M NO LONGER TALKING TO WHITE PEOPLE ABOUT RACE BY RENI EDDO-LODGE

Eddo-Lodge's groundbreaking work confronts the discomfort and denial around race discussions in Britain. She explores the history of racism, its continuing effects, and the complexities of white privilege. A powerful exploration of race and identity that challenges people to reflect on systemic inequality and take action for real change.



THE AUTHORITY GAP BY MARY ANN SIEGHART

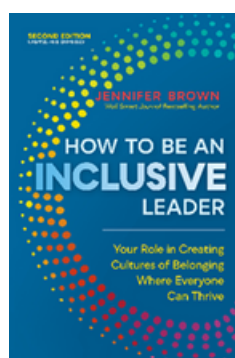
Sieghart explores the persistent gender gap in authority, where women are often viewed as less authoritative or

competent than men, despite evidence of their capabilities. Sieghart examines the cultural and systemic reasons for this gap and offers solutions for women to claim their rightful space in leadership and influence.

MUSLIMS DON'T MATTER BY SAYEEDA WARSI

This is a powerful narrative where Warsi challenges the marginalisation and misrepresentation of Muslims in Western

societies. She delves into how Islamophobia and the neglect of Muslim voices in mainstream discourse are harming communities and society as a whole. This is a poignant call for inclusion and understanding in political and social spheres.



HOW TO BE AN INCLUSIVE LEADER BY JENNIFER BROWN

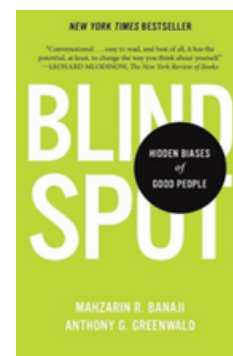
In this practical guide, Jennifer Brown offers actionable strategies for leaders to create more inclusive and diverse workplaces.

She emphasizes the importance of self-awareness, empathy, and continuous learning to build environments where everyone feels valued, included, and empowered.



JEWS DON'T COUNT BY DAVID BADDIEL

David Baddiel examines the unique form of discrimination faced by Jews, particularly in the context of social justice movements. He critiques the dismissal of antisemitism, pointing out how it is often overlooked or downplayed in favour of other forms of prejudice, despite its deep and harmful impact on Jewish communities.



BLINDSPOT: HIDDEN BIASES OF GOOD PEOPLE BY MAHZARIN R. BANAJI & ANTHONY G. GREENWALD

This book uncovers the unconscious biases that affect our decisions and behaviours, even when we consider ourselves fair-minded. Banaji and Greenwald explore the science behind these "blind spots" and offer insights on how we can become more aware and mitigate the influence of bias in our lives.