

thrive

IMPACT REPORT

DEC 2020-2021

EXECUTIVE SUMMARY

Thrive is a social enterprise that believes education is the key to achieving equality and sustainable growth for people and planet. We have developed an expertise in tackling the toughest topics out there from domestic abuse to equal pay, climate justice to the double discrimination black women face at work. We do this by combining our theory of change with the frontline experience of our charity partners.

Our theory of change is that we need a world in which we can all thrive, not just survive. So often, people and workplaces focus on their short term, immediate goals and needs. We work with employers to look at their employees and the communities in which they and the business exist holistically and with an eye on what will really matter in the long term.

Our frontline charity partners are the brilliant experts that we bring on board to develop bespoke material for each training and to create educational content for Thrive+. Their knowledge and insights astound me everyday and it is a privilege to work with such brilliant, determined charities around the world.

As the debate grows around sustainability, diversity and inclusion, it is clear that high quality education delivered in partnership with charities working on the frontline and academics with great expertise, is the way for business to tackle the fast-changing environmental, social and human rights challenges they face.

Thrive has provided training for 1328 people across different parts of the world and sectors of work, launched a digital education platform Thrive+ which has already attracted over 500 members and published three research reports highlighting key ESG and E&D issues. I am delighted at how well our activities have been received and am pleased to share more details and testimonials throughout this Impact Report.

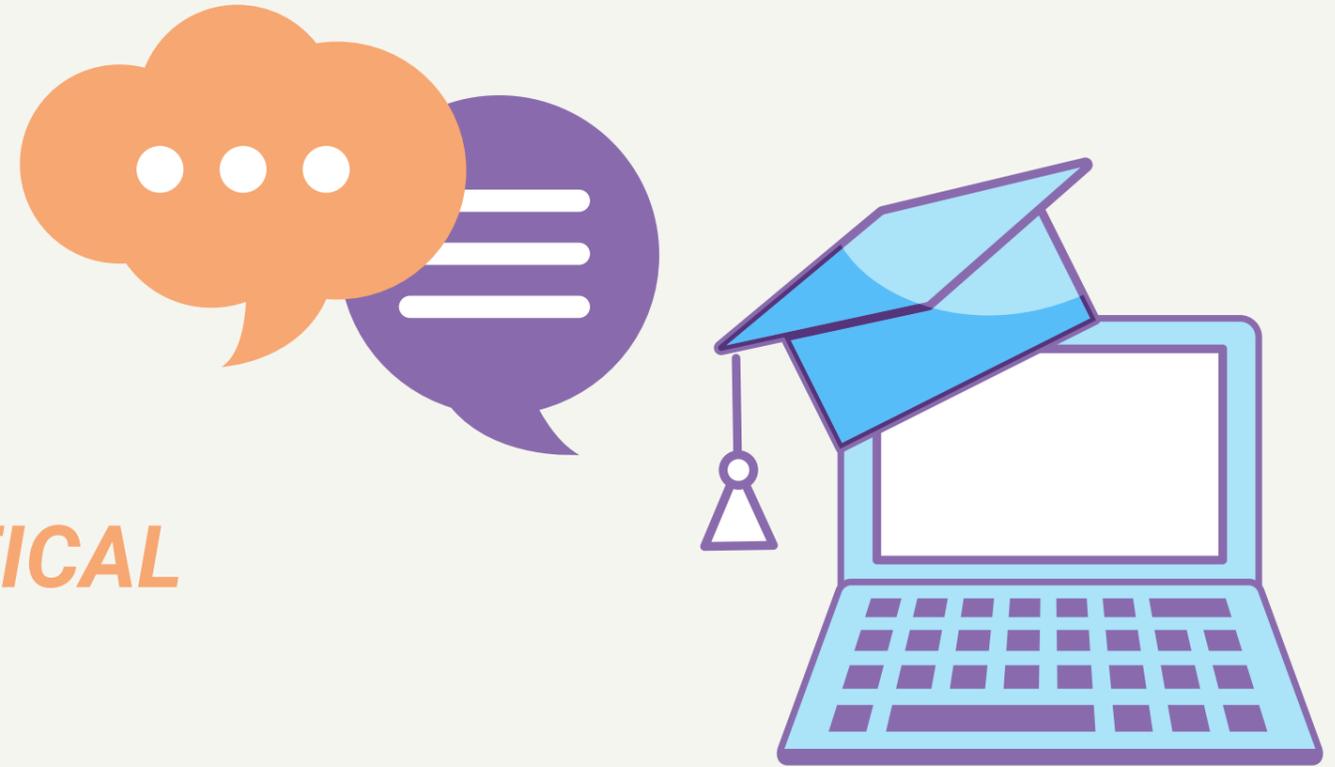
We have been recognised externally: we were featured in the One Young World Impact Report 2021; I was nominated for the Entrepreneur of Excellence Award at The National Diversity Awards 2021 and am a Commonwealth Youth Awards 2022 Finalist.

Putting this report together, I can't quite believe everything Thrive has achieved in its first year, I am immensely grateful to everyone who has supported us especially our clients, partner charities, Research Hub and LawChangers. Here's to year two!

Jemima Lovatt - Founder, Thrive

EDUCATION IS CRITICAL

WE DELIVER KNOWLEDGE & PRACTICAL SKILLS THROUGH LIVE TRAINING AND OUR DIGITAL LEARNING PLATFORM **THRIVE+**



Thrive+ is an innovative digital platform offering educational articles, videos and a space for discussion. We realised that offering ongoing education accessible at any time was essential, in addition to our live and in-person training. This allows delegates to follow up their training, ask questions and keep learning!

So often, a Thrive training is the beginning of changing how people and workplaces engage with difficult and taboo topics. Thrive+ allows for the journey to continue and provides lifelong learning on some of the most challenging issues of our time.

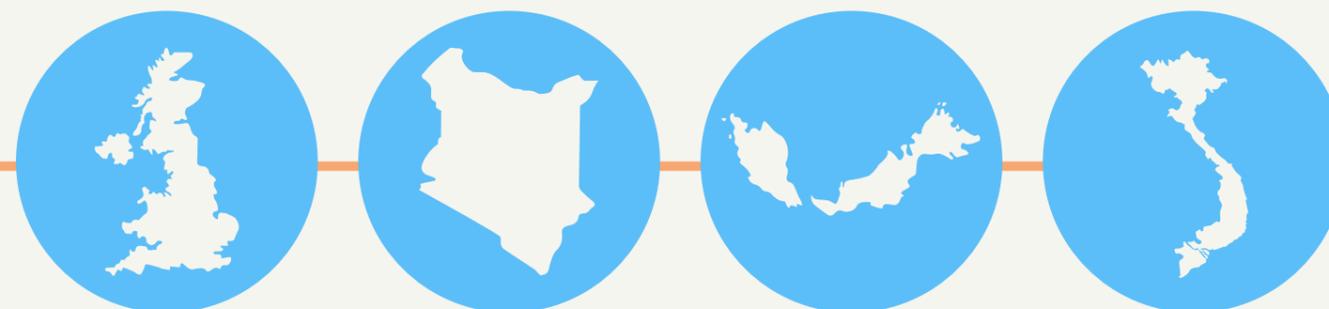
WHAT HAS BEEN ACHIEVED?

In just six months, Thrive+ has already attracted over 500 members. We have shared country profiles for every country in the world, 30+ expert articles and 15+ awareness videos. The platform has also grown to support charity partners seeking to train and catalyse their volunteers.

“ White Ribbon UK is a small charity, working to prevent men's violence against women, that reaches many thousands of people each year through its Ambassadors and Champions. Thrive+ has enabled us to have a platform for Ambassadors and Champions resources that is professional as well as giving a feel of 'community'. It has been inspirational and encouraging working with Jemima and has meant that we have been able to develop our offer to Ambassadors and Champions further than we had anticipated.”

Anthea Sully, CEO White Ribbon UK

INTERNATIONAL IMPACT



UK

KENYA

MALAYSIA

VIETNAM

STANDARD CHARTERED BANK

Thrive has led training sessions raising awareness of how to identify, address and respond to potential domestic abuse scenarios with a focus on colleagues and customers in the UK, Kenya, Malaysia and Vietnam. The sessions were delivered in partnership with WAO Malaysia, HAGAR International, the Hope Foundation for African Women, Solace Women's Aid and Surviving Economic Abuse.

Domestic abuse creates a power imbalance and because it is a gendered issue this can feed broader gender inequalities. By tackling this topic, we were able to broaden the conversation on related issues that directly impact mental wellbeing, self-esteem and work performance. This can help to facilitate broader discussions around gender equality and create more opportunities for women to thrive in the workplace.

The sessions were initially attended by retail staff across Asia and Africa. People working in retail environments generally

face a heightened vulnerability from abusers entering their workplace. These sessions were a crucial opportunity to empower and equip retail staff and managers with the tools to safely respond to harassment, stalking and abuse.

FOCUS ON ECONOMIC ABUSE

For employees working in the banking sector, it was key to focus on forms of economic abuse, its immediate and long term impact, how to spot signs when offering financial services and how colleagues can help.

WHAT WAS ACHIEVED?

The training covered key definitions, legal contexts in different countries, why it is important to challenge our stereotypes and biases, why we need to address domestic abuse in the workplace, how to support a survivor and respond to a potential domestic abuse scenario, how to address perpetrators and what support is available.

“ This session was an eye opener for me. I have gained tremendous insights on the extent of domestic violence in society. The first session was organised for front line sales to recognise potential signs when serving our clients. Now I want this extended to the entire bank to raise awareness on this issue for all our teams to be able to support the community that we serve, our colleagues, family and friends. ”

Michele Wee (CEO, Vietnam)

“ It was a very thought provoking session. It raised a lot of questions on my awareness and encouraged me to think about how I, as an individual, can help. Although it addressed mainly client interaction, I also see how it can be useful to apply at work with my colleagues and in my social circles to assist where injury is being caused. ”

Betty Sande (Head Trade Operations, Kenya)

“ The session was well organised and participants enjoyed the diverse range of conversation. The local context for Kenya resonated well with the participants and brought the reality of the situation even closer, with a need to take action going forward. ”

Munyori (Head Human Resources, Kenya & East Africa)

“ I highly appreciated one of the sessions on this very delicate topic especially when it comes to emotional abuse. It was well articulated. I liked how the presenter even brought out some of the signals you would give a colleague/friend especially if you are in a very unsafe environment where you can't talk about what is happening and what to do if it gets worse. Very practical suggestions. I encourage more sessions on the same. ”

Lina Mwiroti (Specialist, FCC Controls, Kenya)

“ The session was insightful. It made me more aware of the different forms of domestic abuse, how they are interconnected and how they impact women at work and in society. The highlight of how staff handling clients can look out for signs of financial abuse while handling clients and the interventions they can take was useful. As a bank we have taken a bold stand to lift the participation of women. It was therefore timely to have this session as it is one of the things that affect women across the board. It is a useful point of discussion as we engage more women in the community. ”

Linda Aredo (SCB Way Champion)





CHANEL

Thrive delivered company-wide awareness raising during the UN 16 Days of Activism in partnership with RetailTrust and Solace. We then developed training for employees working in CHANEL's retail boutiques which we co-delivered with White Ribbon UK. This training has been expanded and made available to all UK employees.

WHAT WAS ACHIEVED?

Thrive and CHANEL partnered to motivate people throughout the business to address the issue of domestic abuse, and then provide the education and training needed to support employees whether they are facing the issue themselves or supporting a colleague.

the home. Up to 75% of employed victims of abuse are harassed by abusive partners while at work, and those in a retail setting do not have the additional safety barrier of a private office. Domestic abuse training in this setting can save lives by helping senior retail staff develop an adequate safety and support plan and allow colleagues the security of knowing they are well-equipped should such cases occur.

RESPONDING TO COVID-19

Our work became even more important during the lockdowns as cases of domestic abuse rose significantly. CHANEL saw the need for their employees to understand what this meant and that the business was there to support them during this time.

SUPPORTING EMPLOYEES WORKING IN RETAIL

It was important for these sessions to address retail employees' particular vulnerability to abusers entering their workplace. Cases of domestic abuse victims being targeted in their place of work prove that domestic abuse is rarely confined to

TESTIMONIALS

“Collaborating with Thrive is really adding value. They are professional, committed and flexible. They bring a real expertise to the table”

Anne-Claire Girault, Head of Global Social Commitment, CHANEL

CHALLENGING TABOOS IN THE LEGAL SECTOR: POLICY DRAFTING & TRAINING

There is great opportunity to progress gender equality within law firms. In the UK, a near gender balance has been achieved amongst practicing lawyers and associates, however this balance starts to fall drastically at more senior levels. Creating equal opportunities for women to reach senior levels also means addressing issues that pertain to gender equality as a whole and may disproportionately affect women, including domestic abuse and the gender pay gap. Through our training, we are able to create a safe space for gender issues to be raised that inform and progress company policy and contribute to the empowerment of all employees long-term.

STEPHENSON HARWOOD LLP CMS LAW

Thrive delivered a domestic abuse training for Stephenson Harwood's HR team with Solace and White Ribbon UK, and a broader awareness session for the London office. These sessions provided detailed information and practical steps that colleagues can take to address a situation that they are facing or support a colleague.

Thrive delivered a practical awareness session as part of a 'lunch and learn' for CMS employees in their Edinburgh Office, facilitated by the firm's Women's Network. During the event we discussed the prevalence of domestic abuse, the impact of COVID-19, the impact on the workplace and practical steps delegates can take.

“Thank you to the Thrive team for sharing your expertise – we couldn't have launched our domestic abuse policy without your guidance. We wanted to ensure that our people team were equipped to support anyone that used our policy. The training was well informed, thoughtful and engaging, and we know exactly where to go to get support if and when we need it.”

Liz Cope, Senior Inclusion, Diversity and Social Impact Manager, Stephenson Harwood LLP

UNIVERSITY OF WESTMINSTER SU

On May 20 2021, employees at the University of Westminster Students' Union took part in a full day of domestic abuse and gender equality training with Thrive and our frontline partners: Solace, White Ribbon UK and Voicing Voices.

WHAT WAS ACHIEVED?

The session explored:

- The different dynamics of domestic abuse and why it matters in the workplace;
- What to do if you think someone is experiencing domestic abuse;
- The experience of marginalised communities and intersectional issues;
- The role of workplaces and community-based organisations in ending domestic abuse.

WHAT CAN UNIVERSITIES GAIN FROM THESE WORKSHOPS?

There is a real **transformative opportunity** held by Universities to **reinstate and clearly define expectations of healthy relationships** for students and staff. This is especially important for students who have come from abusive backgrounds. Domestic abuse training can help save lives through prevention and practical support. Awareness raising creates a **culture of openness and support**. Students and staff feel confident in the knowledge they are **supported and well-equipped** to deal with cases of domestic abuse.



TESTIMONIALS

“ The training has pushed me to think about **ways to centre wellbeing practices in student development** to ensure I am meeting the needs of our diverse student population. ”

Raveena Francis, Student Group Development Coordinator

“ [The training] really opened my eyes to the **many different issues that people can face** and the steps we can take as an organisation to **ensure staff feel safe and secure at work**. I am so grateful to Jemima and the other trainers for their experience and insight, it was a brilliant day. ”

Anna Outson, People Coordinator

“ The training was **professionally delivered** and the presenters made it easy to engage with such a sensitive topic and **nurtured a safe space** for everyone to learn and feel comfortable to talk and contribute. ”

Beth Donaldson, Events Coordinator

“ I found the training very **insightful and supportive**. I know that our staff felt they were **more prepared and equipped to support their fellow colleagues** after the session. ”

Sarah Parsons, Head of Business Development and Communications



UN CLIMATE CHANGE CONFERENCE UK 2021

IN PARTNERSHIP WITH ITALY

IMPACT REPORT 2020-2021

TACKLING CLIMATE JUSTICE

We can contribute to an increasingly just, equal world, while securing a long-term, sustainable response to the climate crisis.

Every year, the UN Climate Change Conference is preceded by preparatory events to open up discussions on key political topics ahead of COP. This year, as part of the official Pre-COP 26, we hosted an online panel discussion to explore gender at COP 26 and gender representation in politics and diplomacy, informed by our preceding report from our research hub - *Representation of Women in Diplomacy: COP26*.

The report was launched at the event by project lead, Kate Edgington, and introduced more detailed discussions on climate justice, the intersection between gender equality and climate change, and the consequences of a failure to achieve gender representation. We also gained insight into the valuable work of our expert panelists.

LED BY:

VANESSA DAZA is a lawyer, researcher and feminist activist from Colombia. She is the co-founder of Siete Polas, a feminist blog and digital activism collective, and a Visiting Researcher at Harvard Law School. She studies the role of the law in the creation, maintenance and exacerbation of the environmental inequalities that affect women's lives.

ARPITHA KODIVERI is an environmental lawyer working in the Climate Litigation Accelerator at NYU. She received her Doctoral degree in law from the European University Institute as a Hans Kelsen Fellow and an LLM from UC Berkeley as a Fulbright Nehru Fellow. Her research examines land conflicts and legal mobilisation by forest dwelling communities in India.

LARA SANTOS AYLLÓN is a doctoral researcher at the University of Edinburgh and the European Marine Energy Centre (EMEC). Specialising in whole systems approaches to a just energy transition, with experience in political and community stakeholder engagement, sustainability analysis, climate and energy policy research and strategic communications.

PATRICIA ZURITA is the Chief Executive Officer of BirdLife International, the world's largest nature conservation partnership, bringing together over 100 organisations worldwide to conserve birds, their habitats and global biodiversity, working with people towards sustainability in the use of natural resources.

“ We need a systemic transformation that is both technical and cultural, and we need it now ” Lara Santos Allyón

GENDER & ETHNICITY PAY GAP

WITH THE FAWCETT SOCIETY & ETHNICITY PAY GAP CAMPAIGN

In celebration of International Women's Day, Thrive organised a workshop alongside The Fawcett Society and The Ethnicity Pay Gap Campaign. The event facilitated discussions surrounding equal pay & opportunity, empowering black women in the workplace and introduced Thrive's business case for gender equality.

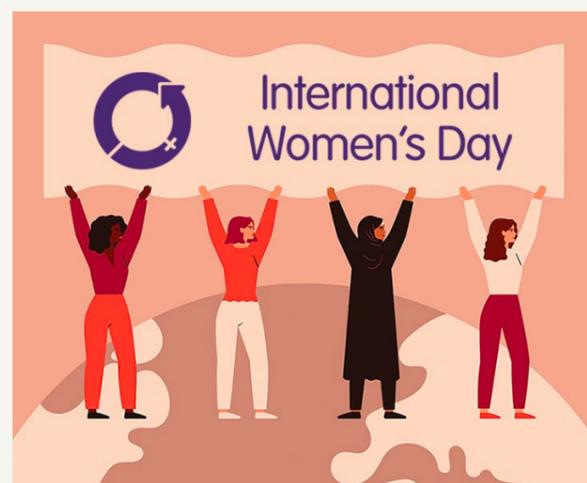
SPEAKERS

Felicia Willow Interim CEO Fawcett Society, shared how to identify and reduce your gender pay gap, the direct and indirect discrimination women face at work and the impact of COVID.

Dianne Greyson, founder of Ethnicity Pay Gap Campaign and Equilibrium Mediation Consulting shared how the ethnicity pay gap impacts Black, Asian and other ethnic groups, and advised on what companies should consider when thinking about reporting their ethnicity pay gap.

“ The International Women's Day workshop provided a brilliant opportunity to engage in thought-provoking discussion and consider practical actions that can be taken to achieve gender and race equality in all organisations. ”

Lucy Hawkes, Corporate Partnerships Manager, Plan International UK



“ I found the presentations insightful, empowering and inspiring. The speakers were subject matter experts outlining key nuggets of knowledge and data around the challenges we face across race, gender and pay inequalities. These are the conversations that need to keep happening. The issues highlighted are critical in our mission to champion for change. ”

Jacqueline A. Hinds MA (HRD) CEIC MCIPD, Managing Partner, Synergised Solutions Ltd.

RESEARCH HUB

Thanks to the work of Thrive's Research Hub, we published three reports covering a range of topics from the 'Shadow Pandemic', how to effectively address gender representation in politics and diplomacy, and the inclusion of gender issues in company ESG policy.

THE SHADOW PANDEMIC

Led by: **Amy Powell**

Contributors: **Thrive Research Hub**

In April 2020, as Coronavirus took hold and lockdowns were introduced, a second pandemic became apparent: The Shadow Pandemic. For people experiencing domestic abuse, the confinement brought increased danger. The United Nations Population Fund predicted that for every 12 weeks of lockdown, there would be an extra 15 million cases of gender-based violence. This groundbreaking report takes a global look at rates of domestic abuse prior to Covid-19, how the pandemic has impacted those numbers and how the economic impact of domestic abuse is accounted for around the world.

REPRESENTATION OF WOMEN IN DIPLOMACY: COP26

Led by: **Kate Edgington**

Contributors: **Nadiyah Azman, Fiona Ovberedjo, Kareena Talwar**

With a view to COP 26 being held later in 2021, the research hub took a critical look at gender inclusivity in key decision-making activities in politics, civil service and diplomacy across the world. The great opportunity for positive action by diversifying inputs is well-researched, and yet gender representation at international climate negotiations remains disappointing. This paper expanded the discussion on gender at the COPs to explore the nuance to the topic such as gender balance versus gender inclusivity, and the importance of centralising intersectionality in discussions of gender. The paper concludes with recommendations for COP 26 in Glasgow.

HOW TO EFFECTIVELY ADDRESS GENDER WITHIN ENVIRONMENTAL, SOCIAL AND CORPORATE GOVERNANCE

Led by: **Katherine Varatharajah**

Contributors: **Amanda Allcock, Ana Nash**

Environmental, Social and Corporate Governance is now commonplace in workplace policies. This paper explored the different dimensions of ESG, how it impacts the financing and regulation of a business, and the consequences of failing to meet ESG obligations. With a particular focus on how gender-related issues fit within ESG, the paper concludes by offering recommendations for businesses on how to effectively and thoroughly address gender inequality in the workplace through their ESG agenda.



CAMPAIGNING FOR CHANGE

THRIVE LAW CHANGERS

in partnership with One Young World



Ishita Aggarwal | Canada
Ishita is a third-year medical student and runs community organisation, MOM'S THE WORD, offering free sexual and maternal health resources and services to marginalised populations.



Lebogang Bogopane | South Africa
Lebogang founded the Mothotlung Network to provide victim empowerment services to abused women and children across 15 rural villages of the Madibeng municipality in South Africa.



Ronelle King | Barbados
Ronelle is a human rights activist and intersectional Caribbean feminist. She is the founder of Life in Leggings: Caribbean Alliance Against Gender-based Violence and co-founder of Pink Parliament.



Alian Ollivierre | Barbados
Alian is the founder of leadership academy I Am a Girl Barbados for young, vulnerable female Barbadians struggling with low self-esteem and mental health and who have experienced abuse.



Mary Helda Akongo | Uganda
Mary is the Fundi Girls Lead at Fundi Bots, an organisation that is accelerating science learning in Africa for girls. She is also dedicated to creating more safe spaces for survivors of GBV.



Yu Ren Chung | Malaysia
Yu Ren Chung is Deputy Executive Director at Women's Aid Organisation, where he leads a team to campaign on and research reform of public policies and law relating to gender equality.



Usha Kiran | India
Usha is a development and communications professional who works with women's rights organisations to develop and implement programmes on gender-based violence issues.



Petriker Paul | Tanzania
Petriker is an African Union Commission Youth Advisory Council Member at the Office of the AU Youth Envoy. She is a girls and women's rights defender and team leader of Voice Out GBV Initiative.



Fisayo Aransiola | Nigeria
Fisayo is an Activist and Human Rights Lawyer. She is a pioneering member of the #BringBackOurGirls campaign and founder of youth-led human rights organisation, Rightarium Foundation.



Dickel Dia | Mauritania
Dickel founded AFPHY, an NGO that stands against gender-based violence and discrimination by promoting education, equal rights and empowerment of women and girls across rural Mauritania.



Raven Lacerte | Canada
Raven is co-founder and youth ambassador for the Moose Hide Campaign, a national grassroots organisation working to end violence against indigenous women and children.



Heritage Sanmi-Lawal | Nigeria
Heritage is a researcher and writer who works with diverse women's rights organisations, especially concerning curbing gender-based violence and promoting girl-child education in Nigeria.



Nunu Diana Alison | S. Sudan
Nunu is a social worker and development practitioner. She founded the Keep Girls in School Initiative in 2015 and is the Founding Executive Director of Young Positives South Sudan.



Gisela Foz | Brazil
Gisela is an activist and lawyer offering pro Bono services to GBV victims. She is a She Decides Young Leader and Country Coordinator of International Youth Alliance for Family Planning.



Gulnahr Mahbub Monika | Bangladesh
Gulnahr is a Project Manager and founder of Deshi Ballers, a female-led voluntary organisation that aims to empower women through sports.



Ayan Said | Qatar
Ayan is a gender equality consultant and founder of Voicing Voices, an international consultancy firm dedicated to supporting marginalised communities' access to gender equality and safe spaces.



Dr Radhika Batra | India
Radhika is a paediatrician and the founder and president of Every Infant Matters, a nonprofit dedicated to uplift disadvantaged children and maternal wellbeing worldwide.



Zumrud Jalilova | Azerbaijan
Zumrud is a Diversity & Inclusion Advisor and founder of social learning platform, Gender Talks. She holds an MSc in Gender and International Relations from the University of Bristol.



Sani Muhammad | Nigeria
Sani launched the Bridge Connect Africa Initiative in 2018 to promote education for women and girls, policy advocacy against sexual and gender-based violence, and improve reproductive health.



Regina Soklova | Tajikistan
Regina works with organisations to empower youth in rural areas, create educational and employment opportunities for women and girls, and address domestic violence issues.



Oluwadamilola Oladipo | Nigeria
Oluwadamilola is a pharmacist and SHRH advocate and has spoken on Nigerian satellite television programme on 'Children and Sexual Abuse' to encourage teenagers to report sexual abuse.



Lina Khalifeh | Jordan
Lina is the founder of SheFighter, designed to empower women physically, mentally and emotionally through self defence training. The studio has trained more than 18,000 women globally.



Hauwa Ojeifo | Nigeria
Hauwa is the Executive Director at She Writes Women, the first mental health crisis helpline in Nigeria, and launched the only women-only mental health support group, which now has presence in 4 states.

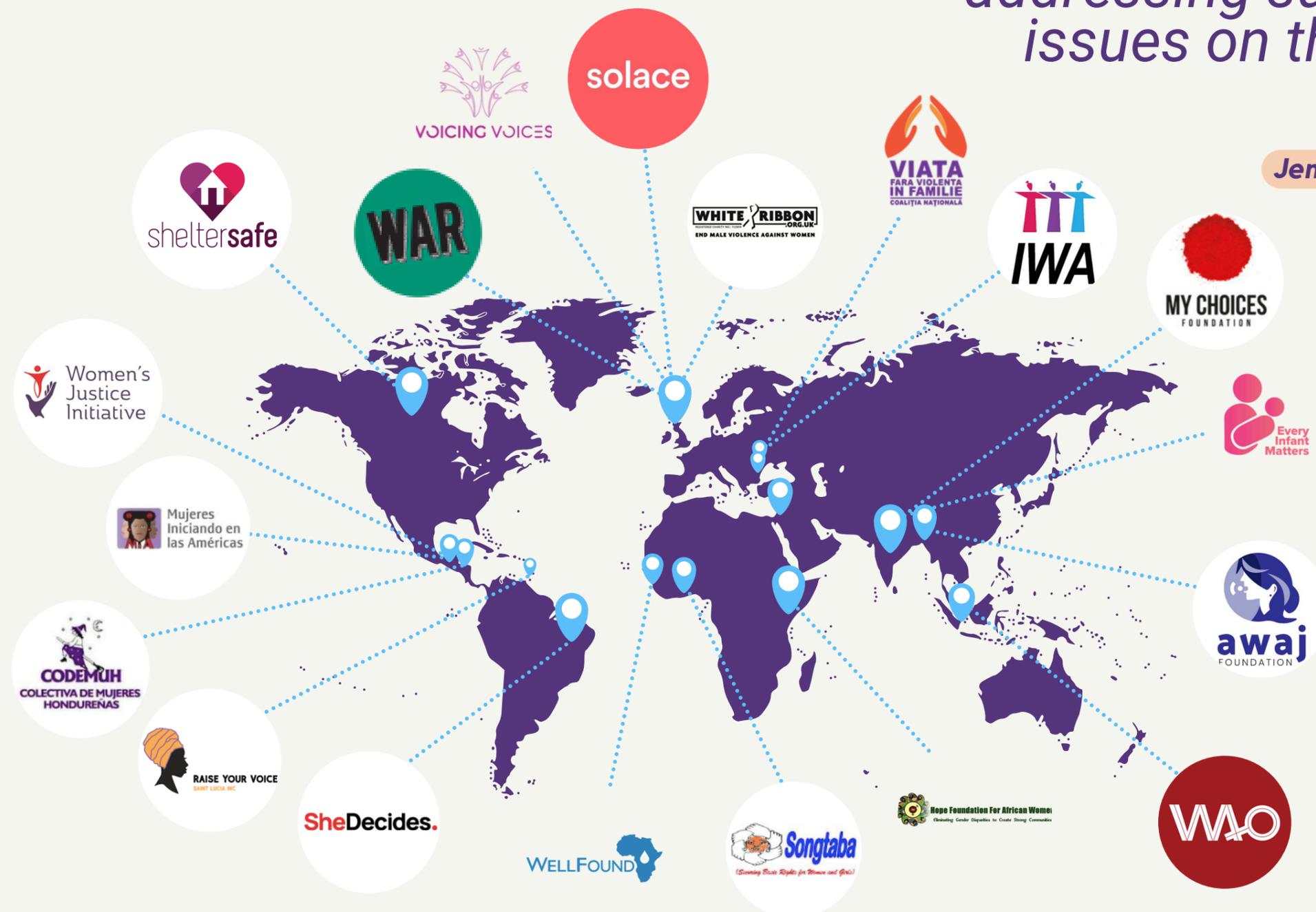


Busayapa Srisompong | Thailand
Busayapa is a human rights lawyer and founder of Shero, launched in 2017 to provide pro bono legal aid for survivors of violence. The project has since expanded to Vietnam and the Philippines.

Thank you to our partner charities.

"Working with charities addressing such challenging issues on the frontline is a privilege"

Jemima Lovatt, Founder, Thrive



Bangladesh; Awaj Foundation | Brazil; SheDecides | Canada; ShelterSafe | Ghana; Songtaba | Guatemala; Mujeres Iniciando en las Americas (MIA), Women's Justice Initiative | Honduras; Colectiva de Mujeres Hondureñas (CODEMUH) | India; My Choices Foundation, Every Infant Matters | Kenya; Hope Foundation for African Women | Malaysia; Women's Aid Organisation | Moldova; Life without Violence National Coalition | Romania; International Women's Association of Bucharest | Sierra Leone; WellFound | St. Lucia; Raise your Voice | UK; Women Against Rape, Solace, Alpha Vesta, ManKind Initiative, White Ribbon UK, Surviving Economic Abuse, Voicing Voices UK.