



The Women of Colour Blueprint



# PROFILE:

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# How has being a WOC helped you so far within your career?

I have had a very strong sense of awareness – through my own journey and experiences – across my lenses of intersectionality. Being female, ethnic and often a minority in my workplace has elevated the need for impact and action in my circles.

I have also leveraged this insight, along with a deep understanding of social and cultural norms / expectations and vulnerabilities across the ethnic minority communities (particularly impacting women) to drive incremental change. Understanding the various strands of diversity at such a cellular level, combined with my curiosity on the history of the World of inequalities, and implications to mental health - has enabled me to create strategies for inclusion.

# **What barriers have you faced being a WOC in your profession?**

When I started my career twenty two years ago, Diversity was a lesser known topic and impact against the verticals of Diversity, Equity and Inclusion (DE&I) was seldom measured. As I moved between geographies – from London Wall to Wall Street – to Asia and beyond, people of minority and especially women of colour were often rare to find as I progressed through the ranks of middle management.

As such, there was limited information / minimal data points on intersectionality, festivals, cultural and social practices and workplace provisions within organisations. Without this data, firms faced employee retention challenges in all aspects of the spectrum; particularly for women from ethnic minority backgrounds. I realised early on this needed to change and embraced the responsibility of creating awareness (and subsequent reform through education) through my career trajectory.

# How have you overcome this barrier?

I have dedicated a my time and resources to creating measures of change so the pathway for careers in Financial Services is broader, more flexible and equipped to create sustainable and healthy workplace cultures and environments for women and ethnic minorities.

For example, over time, I founded various campaigns to spread awareness of the DE&I verticals, educate about the statistics (i.e. women being the minority in any sector, geography, industry at c-suite level even today), the rationale behind the status quo (and associated history) so we can examine an address opportunities for evolution and embed them into corrective action.

I have also collaborated with various organisations and groups to establish mentoring circles, established platforms for raising the profiles of visible role-models and introduced practices of allyship. In tandem, I have measured impact and created thought-leadership content to help educate others wanting to help improve the status quo.